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ABSTRACT

This report contains data collected from 275 school districts in Pennsylvania for the 1977-78 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees. The report is divided into three major sections. The first presents comparative data for each of 40 variables on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section deals with the interaction of the control variables, district size and wealth, with the dependent variables of staff and salary. Data tend to support the hypothesis that principals serving on less than 12-month contracts earn more salary per month than their year-round colleagues. Teacher salaries appear to be quite comparable to principals' and, in fact, are slightly higher than those of certain elementary principals. Ratios for professional employees and pupils were calculated from data based on weighted average daily membership, not enrollment. (Author/IRT)

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OMNI REPORT

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Analysis

of

Professional

Salaries and Staff Ratios

1977-78

William E. Caldwell

James J. Vatar

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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EA 010 556

FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1977-1978 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees.

This monograph is the first in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of staff and salary.

The second monograph in this series will examine fringe benefits for professional employees. The third monograph will examine staff, salaries, and fringe benefits for nonprofessional employees. It is felt that the utility and storage of the data is improved over previous years, because the examination of each variable by size and wealth is now included in these reports. Thus, we have reorganized all of the data previously published in four reports into three monographs. We hope that this new format enables administrators to have easier access to the information.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

William E. Caldwell
Executive Director

James J. Vater
Assistant to the Director

INTRODUCTION

OMNI reports dealing with professional and nonprofessional data have been combined into three major reports for 1977-1978. This is the first report which presents an analysis of professional salaries and professional employee-pupil ratios. State and regional analysis of variables is based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis which included a new method of examining salaries.

A major portion of the report was based on an analysis of variables using the 1st, 25th, median, 75th, and 99th percentiles along with the calculated mean and sample size (N). Sample size indicated the number of districts reporting for individual variables. Thus, low sample size reflected few districts reporting for a variable and/or districts not having data on a specific variable. For example, the sample size was low for both elementary and secondary principals having either 10 or 11 month contracts.

The number of elementary principals serving in 10 and 11 month contracts range from 20 to 22 which is acceptable but does reflect a minimum usage of less than 12 month contracts. The number of secondary principals serving on 10 and 11 month contracts range from 2 to 12 and these statistics should be viewed with extreme caution, since they may not be representative of the population.

In addition, to providing salary comparisons by term and position, an attempt was made to compare various professional salaries on an equitable basis. This basis is a calculated monthly salary arrived at by dividing annual salaries by the number of contract months served. This data are contained in Tables 8 and 12 on pages 5 and 7. The teacher's salary of master's degree plus thirty credits was used as it was the most appropriate in certification requirements to the principalship. Although the reader must again be cautioned due to the occurrence of a few low cells (small N's), two trends are identifiable.

In both Tables 8 and 12, the data tend to support the hypothesis that principals serving on less than 12 month contracts earn more salary per month than their year-round colleagues. Secondly in Table 12, teacher salaries appear to be quite comparable to principals and in fact are slightly higher than certain elementary principals. Due to the low number of principals on less than 12 month contracts, this monthly salary comparison is modified in the regional analysis to show only 12 month contracts.

Ratios for professional employees and pupils were calculated from data supplied by the PDE from FORM DEAS-614. The pupil numbers are based on WADM, not enrollment as was the case in previous years. A note must be made regarding the central office administrator ratios. Some districts evidently receive central office assistance through 0200 positions or "assistant to" positions, thereby making it appear that there are few central office administrators. Hence there are several very high ratios. It should also be noted that our ratios are 1976-1977 data. Salary data in this report are 1977-1978 data.

Data were collected from 272 employer units for the analysis of professional salaries and professional employee-pupil ratios. Forty variables were analyzed on a state and regional basis.

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TABLE 1

Current Annual Principal Minimum and Maximum Salaries, State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Prin. Minimum	\$27,000	\$21,700	\$19,800	\$18,000	\$10,800	\$19,847	140
Elem. Prin. Maximum	\$30,900	\$24,300	\$22,800	\$20,800	\$15,500	\$22,759	146
Asst. Sec. Prin. Minimum	\$26,300	\$20,900	\$18,700	\$17,400	\$10,800	\$19,022	126
Asst. Sec. Prin. Maximum	\$31,800	\$23,300	\$21,400	\$19,500	\$15,200	\$21,617	131
Sec. Prin. Minimum	\$30,800	\$24,900	\$22,700	\$20,100	\$11,300	\$22,569	143
Sec. Prin. Maximum	\$33,400	\$26,900	\$24,600	\$23,000	\$17,900	\$25,069	151

TABLE 2

Mean Current Annual Principal Minimum and Maximum Salaries
by District Size and Wealth

Size	Elem. Prin. Minimum	Elem. Prin. Maximum	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Minimum	Sec. Prin. Maximum
1	0*	\$19,300	--	--	\$20,200	\$20,350
2	0*	0*	\$17,216	\$19,725	\$22,816	\$23,900
3	\$19,938	\$21,030	\$17,940	\$19,572	\$21,187	\$23,094
4	\$19,210	\$22,263	\$19,153	\$20,976	\$21,127	\$24,745
5	\$19,776	\$21,788	\$18,666	\$19,523	\$22,666	\$24,265
6	\$19,241	\$22,700	\$19,152	\$22,159	\$22,504	\$24,834
7	\$20,069	\$23,175	\$19,603	\$21,914	\$23,604	\$25,650
8	\$20,100	\$25,270	\$19,351	\$23,928	\$23,346	\$27,589
MEAN	\$19,847	\$22,959	\$19,022	\$21,617	\$22,569	\$25,069

*insufficient number of salary schedules for administrators

TABLE 2 (Continued)

Wealth	Elem. Prin. Minimum	Elem. Prin. Maximum	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Minimum	Sec. Prin. Maximum
1	\$20,326	\$24,678	\$19,765	\$23,573	\$24,317	\$27,742
2	\$21,017	\$23,717	\$19,409	\$22,529	\$23,809	\$25,829
3	\$19,864	\$23,288	\$18,980	\$22,126	\$22,483	\$25,650
4	\$19,409	\$22,252	\$18,805	\$20,065	\$22,254	\$24,242
5	\$20,071	\$21,485	\$18,691	\$20,575	\$21,388	\$24,256
6	\$19,011	\$21,862	\$18,575	\$20,679	\$22,289	\$24,560
7	\$16,933	\$19,925	\$16,700	\$20,400	\$17,640	\$22,150
8	\$19,843	\$21,578	\$18,460	\$20,180	\$21,478	\$22,780
MEAN	\$19,847	\$22,759	\$19,022	\$21,617	\$22,569	\$25,070

TABLE 3

Current Average Administrative Salaries, State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elementary Principal	\$29,500	\$22,534	\$21,100	\$19,317	\$13,100	\$21,046	256
Asst. Sec. Principal	\$29,378	\$21,250	\$19,840	\$18,393	\$13,711	\$19,867	206
Secondary Principal	\$32,362	\$24,984	\$23,208	\$21,500	\$17,379	\$23,314	260
Business Manager	\$36,406	\$23,274	\$19,100	\$15,000	\$ 8,840	\$19,659	193
Assistant Superintendent	\$41,852	\$28,950	\$26,400	\$24,450	\$17,000	\$26,678	121
Superintendent	\$49,150	\$34,800	\$30,800	\$28,150	\$18,000	\$31,507	268

TABLE 4

Mean Current Average Administrative Salaries
by District Size and Wealth

Size	Elem. Prin.	Asst. Sec. Prin.	Sec. Prin.	Bus. Mgr.	Asst. Supt.	Supt.
1	\$19,939	\$18,579	\$21,371	\$12,619	\$18,301	\$27,066
2	\$20,567	\$19,087	\$22,434	\$15,804	\$25,324	\$28,679
3	\$20,637	\$18,940	\$22,323	\$16,142	\$24,670	\$29,162
4	\$21,197	\$18,747	\$23,416	\$19,009	\$25,563	\$31,446
5	\$20,983	\$18,954	\$23,617	\$18,563	\$25,325	\$30,888
6	\$20,949	\$20,369	\$23,564	\$21,471	\$24,666	\$32,604
7	\$21,863	\$20,883	\$24,723	\$22,692	\$29,036	\$35,306
8	\$22,400	\$21,650	\$25,434	\$26,024	\$29,536	\$37,725
MEAN	\$21,045	\$19,818	\$23,314	\$19,659	\$26,533	\$31,507

Wealth	Elem. Prin.	Asst. Sec. Prin.	Sec. Prin.	Bus. Mgr.	Asst. Supt.	Supt.
1	\$22,082	\$21,415	\$25,178	\$23,702	\$27,538	\$35,388
2	\$22,130	\$20,486	\$24,960	\$24,576	\$29,113	\$34,914
3	\$21,538	\$20,528	\$24,090	\$20,246	\$26,358	\$34,382
4	\$21,038	\$18,836	\$23,372	\$18,552	\$26,163	\$31,760
5	\$20,923	\$19,586	\$23,223	\$17,918	\$26,419	\$30,918
6	\$20,842	\$19,128	\$22,530	\$17,454	\$25,225	\$28,668
7	\$19,603	\$19,107	\$21,882	\$15,848	\$23,524	\$28,157
8	\$20,140	\$18,556	\$21,437	\$15,487	\$22,335	\$27,597
MEAN	\$21,045	\$19,818	\$23,314	\$19,659	\$26,533	\$31,507

TABLE 5

Elementary Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$21,500	\$19,000	\$17,100	\$16,100	\$13,800	\$17,815	20
11 months	\$24,400	\$20,700	\$19,000	\$17,300	\$10,800	\$19,095	20
12 months	\$27,000	\$22,400	\$20,200	\$18,400	\$11,900	\$20,466	99
Total all contracts	\$27,000	\$21,700	\$19,800	\$18,000	\$10,800	\$19,847	139

TABLE 6

Secondary Assistant Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$20,900	\$17,500	\$17,000	\$16,300	\$16,100	\$17,608	13
11 months	\$23,500	\$18,600	\$17,400	\$15,000	\$10,800	\$17,854	13
12 months	\$26,300	\$21,000	\$19,100	\$17,900	\$12,100	\$19,358	100
Total all contracts	\$26,300	\$20,900	\$18,700	\$17,400	\$10,800	\$19,022	126

TABLE 7

Secondary Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$21,500	\$20,000	\$20,000	\$20,000	\$20,000	\$20,750	2
11 months	\$25,800	\$21,900	\$21,000	\$17,500	\$11,300	\$20,630	10
12 months	\$30,800	\$24,000	\$22,900	\$20,200	\$11,900	\$22,745	131
Total all contracts	\$30,800	\$24,900	\$22,700	\$20,100	\$11,300	\$22,562	143

TABLE 8

A Comparison of Monthly Minimum Salaries for Professional Positions
State Totals*

Position	Term	Highest Salary Paid	Average Paid	Median Paid	Lowest Salary Paid	n
Teacher, Master's Plus 30, Minimum	9 mo.	\$1,756	\$1,146	\$1,143	\$1,022	189
Elem. Prin., Min.	10 mo.	\$2,150	\$1,782	\$1,710	\$1,380	20
Elem. Prin., Min.	11 mo.	\$2,218	\$1,736	\$1,727	\$ 982	20
Elem. Prin., Min.	12 mo.	\$2,250	\$1,705	\$1,683	\$ 992	99
Asst. Sec. Prin., Minimum	10 mo.	\$2,090	\$1,761	\$1,700	\$1,610	13
Asst. Sec. Prin., Minimum	11 mo.	\$2,136	\$1,623	\$1,582	\$ 982	13
Asst. Sec. Prin., Minimum	12 mo.	\$2,192	\$1,613	\$1,592	\$1,008	100
Sec. Prin., Min.	10 mo.	\$2,150	\$2,075	\$2,000	\$2,000	2
Sec. Prin., Min.	11 mo.	\$2,345	\$1,875	\$1,909	\$1,027	10
Sec. Prin., Min.	12 mo.	\$2,567	\$1,895	\$1,908	\$ 992	131

*Monthly salaries were calculated for each position by dividing the annual salary by the appropriate contract term. Teacher Master's Degree plus thirty credits level was used as this is appropriate to compare with principal certification requirements.

TABLE 9

Elementary Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$23,700	\$21,700	\$19,800	\$19,000	\$17,800	\$20,524	21
11 months	\$28,000	\$25,200	\$23,700	\$20,700	\$18,200	\$23,500	22
12 months	\$30,900	\$24,700	\$23,100	\$21,200	\$15,500	\$23,120	102
Total all contracts	\$30,900	\$24,300	\$22,800	\$20,800	\$15,500	\$22,959	145

TABLE 10

Secondary Assistant Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$25,000	\$20,900	\$19,900	\$18,300	\$17,000	\$20,014	14
11 months	\$27,000	\$22,500	\$21,000	\$18,200	\$15,900	\$21,153	15
12 months	\$31,800	\$23,700	\$21,600	\$19,600	\$15,200	\$21,906	102
Total all contracts	\$31,800	\$23,300	\$21,400	\$19,500	\$15,200	\$21,618	131

TABLE 11

Secondary Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	1
11 months	\$28,000	\$26,000	\$24,200	\$22,100	\$18,700	\$24,075	12
12 months	\$33,400	\$27,000	\$24,700	\$23,100	\$17,900	\$25,120	138
Total all contracts	\$33,400	\$26,900	\$24,600	\$23,000	\$17,900	\$25,070	151

TABLE 12

A Comparison of Monthly Maximum Salaries
for Professional Positions, State Totals

Position	Term	Highest Salary Paid	Average Paid	Median Paid	Lowest Salary Paid	n
Teacher, Master's Plus 30, Maximum	9 mo.	\$2,488	\$1,796	\$1,896	\$1,441	205
Elem. Prin., Max.	10 mo.	\$2,370	\$2,052	\$1,980	\$1,780	21
Elem. Prin., Max.	11 mo.	\$2,545	\$2,136	\$2,155	\$1,655	22
Elem. Prin., Max.	12 mo.	\$2,575	\$1,927	\$1,925	\$1,292	102
Asst. Sec. Prin., Maximum	10 mo.	\$2,090	\$1,761	\$1,700	\$1,610	13
Asst. Sec. Prin., Maximum	11 mo.	\$2,136	\$1,623	\$1,582	\$ 982	13
Asst. Sec. Prin., Maximum	12 mo.	\$2,192	\$1,613	\$1,592	\$1,008	100
Sec. Prin., Max.	10 mo.	\$3,000	\$3,000	\$3,000	\$3,000	1
Sec. Prin., Max.	11 mo.	\$2,545	\$2,189	\$2,200	\$1,700	12
Sec. Prin., Max.	12 mo.	\$2,783	\$2,093	\$2,058	\$1,492	138

TABLE 13

A Comparison of Mean Monthly Salaries for Professional Positions
by District Size and Wealth^a

Size	Master's + 30 Min.	Master's + 30 Max.	Elem. Prin. Min.	Elem. Prin. Max.	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Min.	Sec. Prin. Max.
1	\$1,055	\$1,759	*	\$1,602	*	*	\$1,683	\$1,696
2	\$1,172	\$1,847	*	*	\$1,435	\$1,644	\$1,901	\$1,992
3	\$1,118	\$1,853	\$1,662	\$1,753	\$1,495	\$1,631	\$1,766	\$1,992
4	\$1,149	\$1,946	\$1,601	\$1,855	\$1,596	\$1,748	\$1,761	\$2,062
5	\$1,141	\$1,923	\$1,648	\$1,816	\$1,556	\$1,627	\$1,889	\$2,022
6	\$1,152	\$1,896	\$1,603	\$1,892	\$1,596	\$1,847	\$1,875	\$2,070
7	\$1,164	\$2,047	\$1,672	\$1,931	\$1,634	\$1,826	\$1,967	\$2,138
8	\$1,195	\$2,118	\$1,675	\$2,106	\$1,613	\$1,994	\$1,946	\$2,282
MEAN	\$1,146	\$1,932	\$1,654	\$1,897	\$1,585	\$1,801	\$1,881	\$2,089

*Insufficient data returned on administrative salaries

Wealth	Master's + 30 Min.	Master's + 30 Max.	Elem. Prin. Min.	Elem. Prin. Max.	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Min.	Sec. Prin. Max.
1	\$1,199	\$2,096	\$1,694	\$2,057	\$1,647	\$1,964	\$2,026	\$2,312
2	\$1,184	\$2,061	\$1,751	\$1,976	\$1,617	\$1,877	\$1,984	\$2,152
3	\$1,172	\$1,996	\$1,655	\$1,941	\$1,582	\$1,844	\$1,874	\$2,138
4	\$1,144	\$1,900	\$1,617	\$1,854	\$1,567	\$1,672	\$1,855	\$2,020
5	\$1,137	\$1,871	\$1,673	\$1,790	\$1,558	\$1,755	\$1,782	\$2,021
6	\$1,132	\$1,872	\$1,584	\$1,822	\$1,548	\$1,723	\$1,857	\$2,047
7	\$1,070	\$1,791	\$1,411	\$1,660	\$1,392	\$1,700	\$1,470	\$1,846
8	\$1,073	\$1,774	\$1,654	\$1,798	\$1,538	\$1,681	\$1,790	\$1,898
MEAN	\$1,146	\$1,932	\$1,654	\$1,897	\$1,585	\$1,801	\$1,881	\$2,089

^aMonthly salaries were calculated for each position by dividing the annual salary by the appropriate contract term. Teacher Master's Degree plus thirty credits level was used as this is appropriate to compare with principal certification requirements.

TABLE 14

Teacher Salaries - Bachelor's Degree
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Minimum	\$11,220	\$ 9,600	\$ 9,150	\$ 8,500	\$ 6,600	\$ 9,093	256
Bachelor's + 5 year	\$13,300	\$11,500	\$11,080	\$10,700	\$ 9,100	\$11,121	260
Bachelor's Maximum	\$19,270	\$16,500	\$15,530	\$14,770	\$10,890	\$15,671	265
Bachelor's Steps	40	20	18	16	11	18.88	244

TABLE 15

Mean Teacher Salaries for Bachelor's Degree
by District Size and Wealth

Size	Bachelor's Min.	5th Year	Bachelor's Max.	Steps
1	\$8,819	\$10,854	\$14,783	17.1
2	\$9,101	\$10,946	\$15,205	18.9
3	\$9,016	\$11,024	\$15,119	20.8
4	\$9,030	\$11,092	\$15,674	18.0
5	\$9,088	\$11,113	\$15,663	18.6
6	\$9,214	\$11,046	\$15,575	19.2
7	\$9,099	\$11,311	\$16,563	19.2
8	\$9,110	\$11,218	\$16,352	18.5
MEAN	\$9,093	\$11,121	\$15,671	18.9

TABLE 15 (continued)

Wealth	Bachelor's Min.	5th Year	Bachelor's Max.	Steps
1	\$9,325	\$11,305	\$16,613	19.9
2	\$9,313	\$11,323	\$16,335	18.8
3	\$9,105	\$11,133	\$15,750	19.7
4	\$9,105	\$11,079	\$15,589	19.6
5	\$9,067	\$11,144	\$15,391	18.1
6	\$8,858	\$10,871	\$15,478	18.0
7	\$8,889	\$10,869	\$14,970	17.9
8	\$8,768	\$10,890	\$14,766	18.5
MEAN	\$9,093	\$11,121	\$15,671	18.9

TABLE 16

Teacher Salaries - Master's Degree
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Master's Minimum	\$11,920	\$10,200	\$ 9,750	\$ 9,100	\$ 7,600	\$ 9,686	254
Master's + 5 year	\$14,010	\$12,200	\$11,500	\$11,130	\$ 9,600	\$11,693	261
Master's Maximum	\$21,200	\$17,570	\$16,370	\$15,650	\$12,400	\$16,658	265
Master's Steps	40	20	19	16	12	19.49	243

TABLE 17

Mean Teacher Salaries for Master's Degree
by District Size and Wealth

Size	Master's Min.	5th Year	Master's Max.	Steps
1	\$9,318	\$11,352	\$15,531	17.8
2	\$9,688	\$11,644	\$16,145	19.7
3	\$9,562	\$11,656	\$16,020	21.1
4	\$9,696	\$11,669	\$16,687	18.9
5	\$9,609	\$11,640	\$16,618	19.4
6	\$9,794	\$11,633	\$16,520	20.0
7	\$9,713	\$11,946	\$17,627	20.1
8	\$9,817	\$12,202	\$17,671	18.9
MEAN	\$9,686	\$11,693	\$16,658	19.5

Wealth	Master's Min.	5th Year	Master's Max.	Steps
1	\$10,083	\$12,374	\$17,978	20.5
2	\$10,101	\$12,077	\$17,609	19.4
3	\$ 9,707	\$11,740	\$16,774	20.6
4	\$ 9,761	\$11,776	\$16,514	19.8
5	\$ 9,561	\$11,595	\$16,297	19.0
6	\$ 9,494	\$11,334	\$16,314	18.7
7	\$ 9,337	\$11,323	\$15,755	18.7
8	\$ 9,205	\$11,393	\$15,545	18.9
MEAN	\$ 9,686	\$11,693	\$16,658	19.5

TABLE 18

Teacher Salaries - Master's Degree Plus Thirty Credits
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Master's Plus 30, Minimum	\$15,800	\$10,730	\$10,290	\$ 9,670	\$ 9,200	\$10,314	189
Master's Plus 30, 5th Year	\$14,840	\$12,850	\$12,150	\$11,600	\$ 9,800	\$12,249	197
Master's Plus 30, Maximum	\$22,400	\$18,450	\$17,070	\$16,200	\$12,800	\$17,386	205
Master's Plus 30, Steps	40	21	19	17	4	19.8	178

TABLE 19

Mean Teacher Salaries for Master's Degree Plus Thirty Credits
by District Size and Wealth

Size	Master's + 30 Min.	5th Year	Master's + 30 Max.	Steps
1	\$ 9,499	\$11,627	\$15,835	18.2
2	\$10,552	\$11,893	\$16,627	18.9
3	\$10,064	\$11,924	\$16,678	21.1
4	\$10,344	\$12,377	\$17,515	19.6
5	\$10,272	\$12,211	\$17,303	19.4
6	\$10,369	\$12,067	\$17,067	21.3
7	\$10,480	\$12,574	\$18,422	19.9
8	\$10,751	\$13,022	\$19,058	19.2
MEAN	\$10,314	\$12,249	\$17,386	19.8

TABLE 20

Employee-Pupil Ratios for Professional Positions, 1976-77
State Totals^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil ^b	36	23	21	19	13	21.3	278
Sec. Tchr.- Sec. Pupil ^c	44	29	27	25	12	27.5	278
Principal- Total Pupil ^d	2,273	803	630	526	289	715.1	285
C. O. Admin.- Total Pupil ^e	19,089	3,006	2,008	1,288	439	2,560.4	286
Total Staff- Total Pupil ^f	30	24	23	21	16	22.7	286

^a Ratios were calculated utilizing data from the PSSC OMNI Financial Analysis questionnaire and the DEAS-614, 1976-77 sent to Pennsylvania Department of Education.

^b WADM, 1976-77 grades 1 to 6 divided by Elementary Teachers, Code 0415.

^c WADM, 1976-77 grades 7 to 12 divided by Secondary Teachers, Code 0420.

^d WADM, 1976-77 kindergarten to grade 12 divided by Total Principals, Sum of Codes 0020, 0025, 0030, 0035, 0040, and 0045.

^e WADM, 1976-77 kindergarten to grade 12 divided by Central Office Administration, Sum of Codes 0005, 0009, and 0015.

^f WADM, 1976-77 kindergarten to grade 12 divided by Total Full-Time Professional Personnel.

TABLE 21

Mean Employee-Pupil Ratios for Professional Positions, 1976-77
by District Size and Wealth

Size	Pupil/ Elem. Teacher	Pupil/ Sec. Teacher	Pupil/ Principal	Pupil/ Central Office	Pupil/Total Professional
1	21.4	25.9	669	1,168	22.1
2	21.4	26.5	717	1,587	22.8
3	21.5	28.1	800	1,787	22.9
4	22.2	27.9	696	2,291	22.4
5	22.0	27.7	785	2,247	22.7
6	21.2	28.8	726	3,239	23.4
7	20.5	28.4	655	2,749	22.9
8	20.4	26.6	808	5,465	22.5
MEAN	21.3	27.5	715	2,560	22.7

Wealth	Pupil/ Elem. Teacher	Pupil/ Sec. Teacher	Pupil/ Principal	Pupil/ Central Office	Pupil/Total Professional
1	20.0	25.4	608	2,703	21.3
2	20.8	27.4	746	3,033	22.1
3	21.0	27.9	617	3,083	21.7
4	22.1	27.8	700	2,601	23.3
5	21.6	28.7	701	2,826	23.1
6	21.8	27.9	815	2,454	23.1
7	21.6	27.3	812	1,773	23.4
8	21.8	27.7	867	2,074	23.6
MEAN	21.3	27.5	715	2,560	22.7

TABLE 22

Current Payments for Head Coaching Services
State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$3,145	\$1,958	\$1,575	\$1,210	\$425	\$1,625	211
Football	\$4,200	\$2,000	\$1,700	\$1,430	\$650	\$1,773	250
Basketball	\$3,100	\$1,736	\$1,404	\$1,200	\$660	\$1,483	272
Wrestling	\$3,000	\$1,500	\$1,300	\$1,100	\$600	\$1,334	241
Baseball	\$1,696	\$1,050	\$ 900	\$ 750	\$400	\$ 911	234
Track	\$1,892	\$1,105	\$ 949	\$ 775	\$225	\$ 959	238
Soccer	\$1,400	\$1,100	\$ 900	\$ 720	\$400	\$ 915	66
Tennis	\$1,515	\$ 700	\$ 580	\$ 475	\$200	\$ 600	143

TABLE 23

Mean Current Payments for Head Coaching Services
by District Size and Wealth

Size	Athletic Director	Foot- ball	Basket- ball	Wrestling	Base- ball	Track	Soccer	Tennis
1	\$1,140	\$1,329	\$1,234	\$1,134	\$775	\$727	\$691	\$506
2	\$1,448	\$1,603	\$1,382	\$1,156	\$777	\$747	\$750	\$526
3	\$1,636	\$1,648	\$1,396	\$1,273	\$931	\$969	\$837	\$528
4	\$1,688	\$1,657	\$1,386	\$1,261	\$849	\$915	\$860	\$534
5	\$1,711	\$1,768	\$1,430	\$1,366	\$994	\$1,005	\$989	\$617
6	\$1,810	\$1,761	\$1,551	\$1,343	\$919	\$927	\$925	\$567
7	\$1,849	\$2,101	\$1,644	\$1,432	\$919	\$1,035	\$856	\$574
8	\$1,887	\$2,201	\$1,870	\$1,601	\$1,088	\$1,198	\$1,050	\$732
MEAN	\$1,625	\$1,773	\$1,483	\$1,334	\$911	\$959	\$915	\$600

TABLE 23 (continued)

Wealth	Athletic Director	Football	Basketball	Wrestling	Baseball	Track	Soccer	Tennis
1	\$1,828	\$1,891	\$1,602	\$1,422	\$995	\$1,038	\$1,078	\$656
2	\$1,682	\$1,868	\$1,600	\$1,490	\$995	\$1,084	\$ 997	\$642
3	\$1,758	\$1,877	\$1,473	\$1,340	\$962	\$1,040	\$ 880	\$640
4	\$1,701	\$1,989	\$1,552	\$1,417	\$879	\$ 923	\$ 911	\$542
5	\$1,781	\$1,954	\$1,631	\$1,307	\$902	\$ 969	\$ 646	\$616
6	\$1,412	\$1,626	\$1,367	\$1,290	\$914	\$ 925	\$ 859	\$509
7	\$1,436	\$1,568	\$1,348	\$1,145	\$797	\$ 831	\$ 754	\$589
8	\$1,400	\$1,471	\$1,292	\$1,245	\$781	\$ 821	\$ 670	\$466
MEAN	\$1,625	\$1,773	\$1,483	\$1,334	\$911	\$ 959	\$ 815	\$600

TABLE 24

Current Payments for Coaching Girls Sports
State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$2,250	\$1,100	\$860	\$700	\$300	\$936	270
Track	\$1,514	\$ 859	\$700	\$525	\$100	\$712	164
Softball	\$1,500	\$ 756	\$600	\$498	\$100	\$619	189
Field hockey	\$1,300	\$ 900	\$800	\$645	\$150	\$789	108
Volleyball	\$1,515	\$ 652	\$530	\$400	\$139	\$556	150
Tennis	\$1,069	\$ 644	\$540	\$425	\$250	\$551	118

TABLE 25

Mean Current Payments for Coaching Girls Sports
by District Size and Wealth

Size	Basketball	Track	Softball	Field Hockey	Volleyball	Tennis
1	\$801	\$562	\$558	\$681	\$449	\$400
2	\$841	\$576	\$523	\$646	\$530	\$501
3	\$921	\$715	\$604	\$787	\$550	\$495
4	\$925	\$682	\$628	\$771	\$566	\$490
5	\$844	\$640	\$641	\$794	\$633	\$538
6	\$839	\$660	\$574	\$852	\$450	\$511
7	\$1,047	\$818	\$628	\$719	\$606	\$540
8	\$1,292	\$917	\$753	\$888	\$632	\$679
MEAN	\$936	\$712	\$619	\$789	\$556	\$551

Wealth	Basketball	Track	Softball	Field Hockey	Volleyball	Tennis
1	\$1,085	\$821	\$692	\$852	\$547	\$638
2	\$1,038	\$820	\$694	\$916	\$975	\$573
3	\$1,033	\$801	\$690	\$788	\$566	\$563
4	\$ 920	\$658	\$580	\$733	\$504	\$502
5	\$ 930	\$628	\$564	\$625	\$559	\$504
6	\$ 839	\$650	\$551	\$706	\$538	\$448
7	\$ 792	\$555	\$536	\$729	\$495	\$540
8	\$ 866	\$708	\$608	\$683	\$574	\$448
MEAN	\$ 936	\$712	\$619	\$789	\$556	\$551

REGION 1

TABLE 26

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$22,900	\$20,100	\$19,600	\$19,000	\$17,000	\$19,675	12
Max. Salary, 12 months	\$25,900	\$23,300	\$21,000	\$19,100	\$17,300	\$21,814	14
Average ALL Contracts	\$24,945	\$23,187	\$21,075	\$19,400	\$17,150	\$21,389	26

No. of Prin. with 10 month terms 4, 11 month terms 3, 12 month terms 26

TABLE 27

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,200	\$19,500	\$18,500	\$17,900	\$17,900	\$19,900	7
Max. Salary, 12 months	\$25,900	\$21,500	\$20,200	\$18,500	\$16,500	\$20,827	11
Average ALL Contracts	\$24,945	\$21,411	\$19,950	\$19,199	\$16,820	\$20,467	24

No. of Asst. Sec. Prin. with 10 month terms 3, 11 month terms 5, 12 month terms 18

TABLE 28

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,200	\$23,600	\$22,000	\$20,000	\$18,200	\$22,225	12
Max. Salary, 12 months	\$28,800	\$26,000	\$23,600	\$22,600	\$17,900	\$24,167	15
Average ALL Contracts	\$27,300	\$24,550	\$24,000	\$22,900	\$20,425	\$24,148	25

No. of Sec. Prin. with 10 month terms 1, 11 month terms 3, 12 month terms 27

REGION 1

TABLE 29

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$30,857	\$20,500	\$18,000	\$16,300	\$13,200	\$19,987	17
Assistant Superintendent	\$32,232	\$28,747	\$25,420	\$22,000	\$21,000	\$26,274	15
Superintendent	\$38,172	\$33,000	\$31,450	\$30,000	\$26,000	\$31,873	27

TABLE 30

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$11,220	\$ 9,690	\$ 9,050	\$ 8,400	\$ 8,000	\$ 9,212	25
5th Year Bachelor's	\$12,870	\$11,500	\$11,120	\$10,790	\$10,200	\$11,294	27
Bachelor's Max.	\$17,080	\$16,300	\$15,500	\$15,000	\$14,550	\$15,787	26
Bachelor's Steps	30	19	16	15	14	18	26
Master's Min.	\$11,650	\$10,160	\$ 9,850	\$ 9,200	\$ 8,300	\$ 9,788	24
5th Year Master's	\$13,250	\$12,050	\$11,580	\$11,350	\$10,800	\$11,802	27
Master's Max.	\$18,250	\$17,250	\$16,770	\$16,020	\$15,370	\$16,751	26
Master's Steps	30	20	18	16	15	19	26
Master's Plus 30, Minimum	\$12,380	\$10,470	\$10,200	\$ 9,600	\$ 9,150	\$10,210	18
5th Year Master's Plus 30	\$13,470	\$12,560	\$11,970	\$11,880	\$11,200	\$12,202	19
Master's Plus 30, Maximum	\$19,150	\$17,970	\$17,070	\$16,500	\$15,670	\$17,299	20
Master's Plus 30, Steps	30	22	20	17	16	20	19

REGION 1

TABLE 31

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,376	\$1,163	\$1,133	\$1,067	\$1,017	\$1,134	18
Elem. Prin., Min.	\$1,908	\$1,675	\$1,633	\$1,583	\$1,417	\$1,640	12
Sec. Prin., Min.	\$2,183	\$1,967	\$1,833	\$1,667	\$1,517	\$1,852	12
Tchr., Master's Plus 30, Max.	\$2,128	\$1,997	\$1,897	\$1,833	\$1,741	\$1,922	20
Elem. Prin., Max.	\$2,158	\$1,942	\$1,750	\$1,592	\$1,442	\$1,818	14
Sec. Prin., Max.	\$2,400	\$2,167	\$1,967	\$1,883	\$1,492	\$2,014	15
Bus. Mgr., Current Avg.	\$2,571	\$1,708	\$1,500	\$1,358	\$1,100	\$1,666	17
Asst. Supt., Current Avg.	\$2,686	\$2,396	\$2,118	\$1,833	\$1,750	\$2,190	15
Supt., Current Avg.	\$3,181	\$2,750	\$2,621	\$2,500	\$2,167	\$2,656	27

^aTeaching salaries 9 months, all others 12 months.

TABLE 32

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,359	\$1,800	\$1,600	\$1,272	\$ 800	\$1,661	25
Football	\$4,200	\$2,300	\$1,725	\$1,525	\$1,250	\$1,948	27
Basketball	\$3,100	\$1,900	\$1,700	\$1,400	\$1,250	\$1,737	29
Wrestling	\$1,900	\$1,566	\$1,431	\$1,220	\$ 750	\$1,423	21
Baseball	\$1,600	\$1,089	\$ 900	\$ 800	\$ 600	\$ 997	20
Track	\$1,600	\$1,210	\$1,000	\$ 925	\$ 550	\$1,071	28
Soccer	\$ 429	\$ 429	\$ 429	\$ 429	\$ 429	\$ 429	1
Tennis	\$ 800	\$ 583	\$ 550	\$ 450	\$ 425	\$ 581	14

REGION 1

TABLE 33

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,861	\$1,148	\$ 900	\$ 800	\$ 530	\$1,003	28
Track	\$1,288	\$ 950	\$ 800	\$ 600	\$ 508	\$ 818	19
Softball	\$ 850	\$ 716	\$ 550	\$ 400	\$ 100	\$ 586	15
Field Hockey	0	0	0	0	0	0	0
Volleyball	\$1,220	\$ 742	\$ 550	\$ 500	\$ 350	\$ 641	22
Tennis	\$ 700	\$ 550	\$ 500	\$ 425	\$ 400	\$ 526	9

TABLE 34

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	36	23	21	20	17	21.7	30
Sec. Tchr.- Sec. Pupil	44	29	28	27	20	28.5	30
Principal- Total Pupil	1,271	772	636	483	407	678.4	31
Central Office Admin.-Total Pupil	18,311	3,380	2,355	1,724	1,022	3,272	31
Total Prof. Staff-Total Pupil	26	24	23	22	17	23.2	31

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, footnotes a through f.

REGION 2
TABLE 35

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$27,000	\$23,300	\$20,500	\$19,000	\$17,500	\$21,588	16
Max. Salary, 12 months	\$30,900	\$25,100	\$24,000	\$22,500	\$21,200	\$24,341	16
Average ALL Contracts	\$29,500	\$23,121	\$21,850	\$20,500	\$16,000	\$22,130	34

No. of Prin. with 10 month terms 4, 11 month terms 12, 12 month terms 32

TABLE 36

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,300	\$22,100	\$19,100	\$17,700	\$16,000	\$20,116	18
Max. Salary, 12 months	\$31,800	\$23,800	\$22,600	\$20,800	\$18,700	\$23,152	17
Average ALL Contracts	\$31,800	\$23,200	\$21,800	\$20,600	\$17,000	\$22,528	21

No. of Asst. Sec. Prin. with 10 month terms 1, 11 month terms 8, 12 month terms 35

TABLE 37

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$30,800	\$25,200	\$23,400	\$21,000	\$17,500	\$23,809	22
Max. Salary, 12 months	\$33,200	\$26,900	\$25,100	\$24,100	\$20,700	\$25,829	21
Average ALL Contracts	\$32,362	\$26,234	\$24,763	\$23,485	\$19,000	\$24,961	33

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 43

REGION 2

TABLE 38

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$36,406	\$25,556	\$24,000	\$21,900	\$13,390	\$24,576	27
Assistant Superintendent	\$41,852	\$31,775	\$28,000	\$25,800	\$19,249	\$29,113	21
Superintendent	\$49,150	\$37,700	\$35,000	\$30,800	\$25,000	\$34,914	35

TABLE 39

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,700	\$ 9,900	\$ 9,400	\$ 9,000	\$ 8,200	\$ 9,477	26
5th Year Bachelor's	\$13,263	\$11,960	\$11,800	\$11,500	\$10,550	\$11,838	26
Bachelor's Max.	\$19,137	\$18,270	\$17,700	\$17,050	\$15,320	\$17,634	26
Bachelor's Steps	40	21	20	17	14	22	24
Master's Min.	\$11,400	\$10,615	\$10,300	\$ 9,450	\$ 8,600	\$10,179	26
5th Year Master's	\$13,812	\$12,700	\$12,450	\$12,200	\$11,050	\$12,564	26
Master's Max.	\$21,200	\$19,720	\$19,190	\$18,150	\$15,810	\$18,979	26
Master's Steps	40	23	21	17	15	22	24
Master's Plus 30, Minimum	\$12,540	\$11,180	\$10,700	\$ 9,900	\$ 8,600	\$10,708	26
5th Year Master's Plus 30	\$14,410	\$13,600	\$13,000	\$12,700	\$11,050	\$13,157	26
Master's Plus 30, Maximum	\$21,860	\$20,450	\$19,790	\$18,650	\$16,410	\$19,638	26
Master's Plus 30, Steps	40	23	21	18	15	23	23

REGION 2

TABLE 40

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,393	\$1,242	\$1,189	\$1,100	\$ 956	\$1,190	26
Elem. Prin., Min.	\$2,250	\$1,942	\$1,708	\$1,583	\$1,458	\$1,799	16
Sec. Prin., Min.	\$2,567	\$2,100	\$1,950	\$1,750	\$1,458	\$1,984	22
Tchr., Master's Plus 30, Max.	\$2,429	\$2,272	\$2,199	\$2,072	\$1,823	\$2,182	26
Elem. Prin., Max.	\$2,575	\$2,092	\$2,000	\$1,875	\$1,767	\$2,028	16
Sec. Prin., Max.	\$2,762	\$2,242	\$2,092	\$2,008	\$1,725	\$2,152	21
Bus. Mgr., Current Avg.	\$3,034	\$2,130	\$2,000	\$1,825	\$1,116	\$2,048	27
Asst. Supt., Current Avg.	\$3,488	\$2,648	\$2,333	\$2,150	\$1,604	\$2,426	21
Supt., Current Avg.	\$4,096	\$3,142	\$2,917	\$2,567	\$2,083	\$2,910	35

^aTeaching salaries 9 months, all others 12 months.

TABLE 41

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$3,100	\$2,300	\$1,525	\$1,300	\$ 936	\$1,879	12
Football	\$3,498	\$2,400	\$2,086	\$1,670	\$1,400	\$2,135	25
Basketball	\$2,673	\$1,890	\$1,650	\$1,476	\$1,375	\$1,748	25
Wrestling	\$2,673	\$1,743	\$1,476	\$1,200	\$1,000	\$1,551	23
Baseball	\$1,696	\$1,200	\$ 990	\$ 899	\$ 667	\$1,060	26
Track	\$1,892	\$1,348	\$1,170	\$ 990	\$ 850	\$1,239	22
Soccer	\$1,400	\$1,300	\$1,224	\$1,150	\$ 700	\$1,192	8
Tennis	\$1,069	\$ 800	\$ 605	\$ 550	\$ 357	\$ 685	19

REGION 2

TABLE 42

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$2,250	\$1,502	\$1,400	\$936	\$495	\$1,331	25
Track	\$1,514	\$1,100	\$ 877	\$807	\$440	\$ 962	19
Softball	\$1,100	\$ 803	\$ 682	\$583	\$440	\$ 723	22
Field Hockey	\$ 993	\$ 810	\$ 744	\$605	\$605	\$ 788	4
Volleyball	\$1,035	\$ 675	\$ 600	\$504	\$390	\$ 644	22
Tennis	\$1,069	\$ 700	\$ 605	\$544	\$357	\$ 666	18

TABLE 43

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	25	20	19	17	13	19.3	26
Sec. Tchr.- Sec. Pupil	44	27	25	23	20	25.9	26
Principal- Total Pupil	915	586	531	427	368	549.5	26
Central Office Admin.-Total Pupil	9,982	3,126	1,398	1,031	802	2,569.2	26
Total Prof. Staff-Total Pupil	25	23	21	19	16	21.1	26

^a Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 3

TABLE 44

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,600	\$22,400	\$18,000	\$16,000	\$16,000	\$20,000	7
Max. Salary, 12 months	\$26,500	\$23,300	\$22,400	\$20,100	\$18,000	\$22,175	8
Average ALL Contracts	\$26,500	\$22,600	\$20,500	\$20,100	\$18,000	\$21,988	9

No. of Elem. Prin. with 10 month terms 2, 11 month terms 0, 12 month terms 15

TABLE 45

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,700	\$21,000	\$18,900	\$16,800	\$16,800	\$19,714	7
Max. Salary, 12 months	\$26,000	\$23,700	\$21,400	\$17,000	\$16,800	\$21,187	8
Average ALL Contracts	\$26,000	\$21,500	\$20,900	\$17,000	\$16,800	\$21,155	9

No. of Asst. Sec. Prin. with 10 month terms 2, 11 month terms 0, 12 month terms 15

TABLE 46

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$25,900	\$22,500	\$19,700	\$19,000	\$15,200	\$21,000	9
Max. Salary, 12 months	\$30,000	\$24,500	\$23,700	\$22,500	\$21,500	\$24,160	10
Average ALL Contracts	\$30,000	\$24,500	\$23,700	\$22,500	\$21,500	\$24,163	11

No. of Sec. Prin. with 10 month terms 0, 11 month terms 2, 12 month terms 19

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TABLE 47

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$22,500	\$20,700	\$18,000	\$14,000	\$13,802	\$18,099	8
Assistant Superintendent	\$33,000	\$27,892	\$27,550	\$24,450	\$24,450	\$28,140	6
Superintendent	\$40,000	\$35,296	\$32,780	\$29,800	\$28,200	\$33,414	15

TABLE 48

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$ 9,600	\$ 8,800	\$ 8,200	\$ 7,650	\$ 6,600	\$ 8,291	17
5th Year Bachelor's	\$12,310	\$11,610	\$11,210	\$10,800	\$10,300	\$11,263	18
Bachelor's Max.	\$18,150	\$16,880	\$16,120	\$15,600	\$14,550	\$16,284	18
Bachelor's Steps	22	18	16	13	12	16	17
Master's Min.	\$10,200	\$ 9,100	\$ 8,700	\$ 8,250	\$ 7,600	\$ 8,894	17
5th Year Master's	\$12,690	\$12,200	\$11,950	\$11,300	\$10,500	\$11,820	18
Master's Max.	\$19,200	\$17,810	\$16,920	\$16,200	\$15,150	\$17,121	18
Master's Steps	23	19	17	15	12	17	17
Master's Plus 30, Minimum	\$11,000	\$ 9,440	\$ 9,250	\$ 8,600	\$ 8,200	\$ 9,372	10
5th Year Master's	\$13,400	\$12,800	\$12,300	\$11,850	\$11,100	\$12,371	14
Master's Plus 30, Maximum	\$19,010	\$18,400	\$17,520	\$16,900	\$15,450	\$17,663	14
Master's Plus 30, Steps	23	18	17	13	12	17	10

REGION 3

TABLE 49

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,222	\$1,049	\$1,028	\$ 956	\$ 911	\$1,041	10
Elem. Prin., Minimum	\$1,967	\$1,867	\$1,500	\$1,333	\$1,333	\$1,667	7
Sec. Prin., Minimum	\$2,158	\$1,875	\$1,642	\$1,583	\$1,267	\$1,750	9
Tchr., Master's Plus 30, Max.	\$2,112	\$2,044	\$1,947	\$1,878	\$1,717	\$1,963	14
Elem. Prin., Maximum	\$2,208	\$1,942	\$1,867	\$1,675	\$1,500	\$1,848	8
Sec. Prin., Maximum	\$2,500	\$2,042	\$1,975	\$1,875	\$1,792	\$2,013	10
Bus. Mgr., Current Avg.	\$1,875	\$1,725	\$1,500	\$1,167	\$1,150	\$1,508	8
Asst. Supt., Current Avg.	\$2,750	\$2,324	\$2,296	\$2,038	\$2,038	\$2,345	6
Supt., Current Avg.	\$3,333	\$2,941	\$2,732	\$2,483	\$2,350	\$2,785	15

^aTeaching salaries 9 months, all others 12 months.

TABLE 50

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,900	\$2,200	\$1,760	\$1,500	\$ 800	\$1,944	12
Football	\$2,900	\$2,500	\$2,322	\$1,700	\$1,500	\$2,216	18
Basketball	\$2,700	\$1,700	\$1,579	\$1,361	\$1,050	\$1,624	18
Wrestling	\$2,040	\$1,500	\$1,390	\$1,100	\$ 600	\$1,378	17
Baseball	\$1,100	\$ 895	\$ 800	\$ 680	\$ 500	\$ 798	16
Track	\$1,400	\$1,185	\$ 943	\$ 750	\$ 600	\$ 997	18
Soccer	\$1,200	\$ 900	\$ 900	\$ 900	\$ 900	\$1,050	2
Tennis	\$1,100	\$ 700	\$ 605	\$ 375	\$ 350	\$ 617	14

REGION 3

TABLE 51

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,900	\$1,110	\$ 835	\$ 650	\$ 500	\$ 967	18
Track	\$1,000	\$ 729	\$ 700	\$ 420	\$ 397	\$ 699	10
Softball	\$ 735	\$ 555	\$ 441	\$ 250	\$ 200	\$ 462	11
Field Hockey	0	0	0	0	0	0	0
Volleyball	\$1,000	\$ 645	\$ 500	\$ 400	\$ 200	\$ 554	13
Tennis	\$ 780	\$ 550	\$ 425	\$ 300	\$ 300	\$ 483	11

TABLE 52

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	26	23	21	19	17	21.5	17
Sec. Tchr.- Sec. Pupil	42	28	27	23	22	27.6	17
Principal- Total Pupil	1,693	823	652	550	443	772.5	18
Central Office Admin.-Total Pupil	6,640	3,096	2,167	1,271	1,100	2,649.2	18
Total Prof. Staff-Total Pupil	28	24	23	22	19	22.9	18

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 4

TABLE 53

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$22,200	\$20,200	\$18,700	\$16,200	\$16,200	\$19,383	6
Max. Salary, 12 months	\$24,000	\$23,600	\$21,200	\$19,900	\$19,900	\$22,114	7
Average ALL Contracts	\$24,000	\$23,600	\$21,200	\$19,000	\$17,800	\$21,530	10

No. of Elem. Prin. with 10 month terms 4, 11 month terms 2, 12 month terms 13

TABLE 54

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$20,400	\$19,100	\$18,500	\$16,200	\$16,200	\$18,500	6
Max. Salary, 12 months	\$24,000	\$19,600	\$19,400	\$17,900	\$17,900	\$20,133	6
Average ALL Contracts	\$24,000	\$19,600	\$19,100	\$17,900	\$17,000	\$19,600	8

No. of Asst. Sec. Prin. with 10 month terms 3, 11 month terms 0, 12 month terms 12

TABLE 55

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,300	\$21,600	\$20,800	\$20,000	\$16,500	\$20,920	10
Max. Salary, 12 months	\$27,100	\$23,600	\$22,900	\$21,500	\$20,600	\$23,245	11
Average ALL Contracts	\$27,100	\$23,500	\$22,900	\$22,100	\$20,600	\$23,176	13

No. of Sec. Prin. with 10 month terms 0, 11 month terms 4, 12 month terms 21

REGION 4

TABLE 56

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$28,700	\$18,660	\$17,650	\$13,700	\$ 8,400	\$17,187	21
Assistant Superintendent	\$27,750	\$24,804	\$24,100	\$23,000	\$21,500	\$24,026	6
Superintendent	\$35,000	\$30,200	\$28,345	\$26,900	\$22,200	\$28,879	27

TABLE 57

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,100	\$ 9,400	\$ 8,950	\$ 8,450	\$ 7,500	\$ 8,979	26
5th Year Bachelor's	\$12,600	\$11,270	\$10,880	\$10,170	\$ 9,810	\$10,890	27
Bachelor's Max.	\$17,950	\$15,670	\$15,270	\$14,700	\$10,890	\$15,209	29
Bachelor's Steps	35	21	18	15	11	20	24
Master's Min.	\$10,600	\$10,130	\$ 9,450	\$ 8,800	\$ 7,600	\$ 9,446	26
5th Year Master's	\$13,200	\$11,570	\$11,200	\$11,000	\$10,450	\$11,358	28
Master's Max.	\$19,020	\$16,460	\$16,200	\$15,800	\$13,400	\$16,083	29
Master's Steps	35	22	19	17	12	21	24
Master's Plus 30, Minimum	\$11,300	\$10,150	\$ 9,840	\$ 9,050	\$ 7,600	\$ 9,764	17
5th Year Master's Plus 30	\$13,200	\$11,900	\$11,600	\$11,200	\$11,050	\$11,748	19
Master's Plus 30, Maximum	\$19,820	\$16,770	\$16,320	\$15,190	\$14,250	\$16,344	20
Master's Plus 30, Steps	35	22	19	16	12	21	16

REGION 4

TABLE 58

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,256	\$1,128	\$1,093	\$1,006	\$ 844	\$1,084	17
Elem. Prin., Min.	\$1,850	\$1,683	\$1,558	\$1,350	\$1,350	\$1,615	6
Sec. Prin., Min.	\$1,942	\$1,800	\$1,733	\$1,666	\$1,375	\$1,743	10
Tchr., Master's Plus 30, Max.	\$2,202	\$1,863	\$1,813	\$1,688	\$1,583	\$1,816	20
Elem. Prin., Max.	\$2,000	\$1,967	\$1,767	\$1,658	\$1,658	\$1,843	7
Sec. Prin., Max.	\$2,258	\$1,967	\$1,908	\$1,792	\$1,717	\$1,937	11
Bus. Mgr., Current Avg.	\$2,392	\$1,555	\$1,471	\$1,142	\$ 700	\$1,432	21
Asst. Supt., Current Avg.	\$2,313	\$2,067	\$2,008	\$1,917	\$1,792	\$2,002	6
Supt., Current Avg.	\$2,917	\$2,517	\$2,362	\$2,242	\$1,850	\$2,407	27

^aTeaching salaries 9 months, all others 12 months.

TABLE 59

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,543	\$1,700	\$1,400	\$1,100	\$ 695	\$1,506	23
Football	\$2,299	\$1,530	\$1,350	\$1,200	\$1,100	\$1,427	24
Basketball	\$2,178	\$1,400	\$1,200	\$1,110	\$ 660	\$1,289	29
Wrestling	\$2,057	\$1,350	\$1,200	\$1,070	\$ 840	\$1,272	25
Baseball	\$1,000	\$ 900	\$ 660	\$ 573	\$ 500	\$ 761	13
Track	\$1,150	\$1,000	\$ 800	\$ 660	\$ 500	\$ 849	24
Soccer	\$1,050	\$ 840	\$ 735	\$ 458	\$ 458	\$ 771	4
Tennis	\$ 700	\$ 630	\$ 545	\$ 390	\$ 300	\$ 551	10

REGION 4

TABLE 60

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,350	\$ 850	\$ 726	\$ 639	\$ 400	\$ 779	29
Track	\$ 925	\$ 695	\$ 600	\$ 450	\$ 100	\$ 597	19
Softball	\$ 771	\$ 630	\$ 480	\$ 300	\$ 171	\$ 495	14
Field Hockey	0	0	0	0	0	0	0
Volleyball	\$ 925	\$ 600	\$ 500	\$ 300	\$ 200	\$ 503	22
Tennis	\$ 700	\$ 545	\$ 420	\$ 330	\$ 300	\$ 492	9

TABLE 61

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	29	22	21	20	16	21.1	30
Sec. Tchr.- Sec. Pupil	36	30	26	24	22	27.2	30
Principal- Total Pupil	1,489	990	738	539	418	803.2	30
Central Office Admin.-Total Pupil	4,748	2,414	1,709	1,155	439	1,968.8	30
Total Prof. Staff-Total Pupil	26	23	22	21	18	22.3	30

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 5

TABLE 62

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$24,300	\$18,500	\$18,000	\$14,800	\$14,500	\$18,611	9
Max. Salary, 12 months	\$25,400	\$23,800	\$22,000	\$19,000	\$15,500	\$21,762	8
Average ALL Contracts	\$25,400	\$23,800	\$21,800	\$19,000	\$15,500	\$21,700	11

No. of Elem. Prin with 10 month terms 4, 11 month terms 2, 12 month terms 17

TABLE 63

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$22,700	\$19,300	\$18,000	\$15,100	\$14,000	\$18,275	8
Max. Salary, 12 months	\$24,200	\$22,700	\$21,000	\$19,000	\$16,900	\$21,025	8
Avg. ALL Contracts	\$27,000	\$23,500	\$21,000	\$17,100	\$16,900	\$21,572	11

No. of Asst. Sec. Prin. with 10 month terms 5, 11 month terms 2, 12 month terms 16

TABLE 64

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,200	\$20,000	\$19,500	\$18,500	\$18,000	\$21,344	9
Max. Salary, 12 months	\$27,700	\$26,200	\$24,000	\$22,000	\$22,000	\$25,033	9
Average ALL Contracts	\$30,000*	\$26,400	\$26,000	\$22,000	\$22,000	\$25,572	11

No. of Sec. Prin. with 10 month terms 2*, 11 month terms 2, 12 month terms 18

* One at \$30,000.

REGION 5

TABLE 65

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$28,285	\$16,500	\$14,600	\$13,000	\$11,000	\$16,294	19
Assistant Superintendent	\$29,200	\$27,500	\$26,000	\$21,400	\$18,920	\$25,630	10
Superintendent	\$43,565	\$31,000	\$28,500	\$26,100	\$23,250	\$29,468	26

TABLE 66

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,100	\$ 9,400	\$ 9,200	\$ 8,500	\$ 8,200	\$ 9,093	23
5th Year Bachelor's	\$12,050	\$11,200	\$11,000	\$10,700	\$10,300	\$11,045	25
Bachelor's Max.	\$17,000	\$15,850	\$14,850	\$14,100	\$13,500	\$15,046	25
Bachelor's Steps	33	20	16	15	14	19	25
Master's Min.	\$11,010	\$10,050	\$ 9,800	\$ 9,100	\$ 8,600	\$ 9,751	23
5th Year Master's	\$12,550	\$11,850	\$11,420	\$11,200	\$10,600	\$11,564	25
Master's Max.	\$17,940	\$17,000	\$15,770	\$14,750	\$14,100	\$15,947	25
Master's Steps	33	20	17	16	14	20	24
Master's Plus 30, Minimum	\$14,750	\$11,000	\$10,550	\$ 9,800	\$ 9,470	\$10,895	11
5th Year Master's	\$13,050	\$12,600	\$12,400	\$11,700	\$11,150	\$12,294	13
Master's Plus 30, Maximum	\$18,250	\$17,650	\$16,650	\$15,950	\$14,750	\$16,902	13
Master's Plus 30, Steps	33	25	17	16	15	21	12

REGION 5

TABLE 67

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,634	\$1,222	\$1,172	\$1,089	\$1,052	\$1,211	11
Elem. Prin., Min.	\$2,025	\$1,542	\$1,500	\$1,233	\$1,208	\$1,551	9
Sec. Prin., Min.	\$2,183	\$1,667	\$1,625	\$1,542	\$1,500	\$1,779	9
Tchr., Master's Plus 30, Max.	\$2,028	\$1,961	\$1,850	\$1,772	\$1,639	\$1,878	17
Elem. Prin., Max.	\$2,117	\$1,983	\$1,833	\$1,583	\$1,292	\$1,814	8
Sec. Prin., Max.	\$2,308	\$2,183	\$2,000	\$1,833	\$1,833	\$2,131	11
Bus. Mgr., Current Avg.	\$2,357	\$1,375	\$1,217	\$1,083	\$ 917	\$1,358	19
Asst. Supt., Current Avg.	\$2,433	\$2,292	\$2,166	\$1,783	\$1,577	\$2,136	10
Supt., Current Avg.	\$3,130	\$2,583	\$2,375	\$2,175	\$1,938	\$2,456	26

^aTeaching salaries 9 months, all others 12 months.

TABLE 68

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,754	\$1,880	\$1,350	\$1,000	\$ 800	\$1,568	21
Football	\$2,300	\$1,977	\$1,700	\$1,430	\$ 650	\$1,704	23
Basketball	\$2,070	\$1,575	\$1,400	\$1,200	\$ 800	\$1,453	26
Wrestling	\$1,800	\$1,316	\$1,120	\$ 900	\$ 660	\$1,134	20
Baseball	\$1,495	\$ 973	\$ 866	\$ 675	\$ 400	\$ 852	25
Track	\$1,326	\$ 975	\$ 700	\$ 500	\$ 225	\$ 738	22
Soccer	\$1,060	\$ 750	\$ 500	\$ 419	\$ 419	\$ 670	7
Tennis	\$ 690	\$ 500	\$ 400	\$ 375	\$ 300	\$ 449	11

REGION 5

TABLE 69

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,698	\$ 842	\$ 780	\$ 627	\$ 300	\$ 831	26
Track	\$1,040	\$ 501	\$ 500	\$ 225	\$ 150	\$ 506	14
Softball	\$ 908	\$ 550	\$ 440	\$ 347	\$ 150	\$ 468	23
Field Hockey	\$ 800	\$ 700	\$ 650	\$ 550	\$ 150	\$ 621	10
Volleyball	\$ 575	\$ 430	\$ 362	\$ 300	\$ 139	\$ 385	17
Tennis	\$ 690	\$ 525	\$ 490	\$ 385	\$ 375	\$ 494	8

TABLE 70

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	30	24	21	19	18	21.9	24
Sec. Tchr.- Sec. Pupil	34	29	28	26	22	27.7	24
Principal- Total Pupil	2,273	847	693	559	347	763.8	27
Central Office Admin.-Total Pupil	12,243	3,013	1,976	1,210	758	2,923.8	27
Total Prof. Staff-Total Pupil	30	25	23	22	21	23.6	27

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 6

TABLE 71

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$27,000	\$23,300	\$21,500	\$19,100	\$11,900	\$21,415	20
Max. Salary, 12 months	\$30,900	\$26,500	\$24,800	\$23,500	\$19,200	\$25,215	20
Average ALL Contracts	\$29,500	\$23,664	\$22,534	\$20,667	\$17,327	\$22,716	29

No. of Elem. Prin with 10 month terms 0, 11 month terms 6, 12 month terms 40

TABLE 72

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,300	\$22,000	\$19,500	\$18,300	\$16,900	\$20,333	21
Max. Salary, 12 months	\$31,800	\$26,300	\$23,100	\$21,900	\$19,500	\$24,130	20
Average ALL Contracts	\$29,378	\$22,168	\$20,690	\$19,251	\$17,200	\$21,421	27

TABLE 73

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$30,800	\$27,300	\$25,000	\$22,500	\$11,900	\$24,421	24
Max. Salary, 12 months	\$33,400	\$28,900	\$27,900	\$24,500	\$20,100	\$27,877	23
Average ALL Contracts	\$32,362	\$27,055	\$25,278	\$23,300	\$17,379	\$25,517	29

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 47

REGION 6

TABLE 74

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$34,950	\$28,200	\$22,500	\$17,817	\$13,200	\$23,491	30
Assistant Superintendent	\$34,500	\$30,160	\$26,500	\$24,600	\$21,545	\$27,681	21
Superintendent	\$43,500	\$38,000	\$35,800	\$32,300	\$26,698	\$35,364	31

TABLE 75

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,700	\$10,310	\$ 9,830	\$ 9,500	\$ 8,400	\$ 9,891	29
5th Year Bachelor's	\$13,300	\$12,000	\$11,780	\$11,530	\$11,080	\$11,833	29
Bachelor's Max.	\$19,270	\$17,300	\$17,000	\$16,200	\$15,410	\$16,904	30
Bachelor's Steps	34	20	19	16	12	19	28
Master's Min.	\$11,920	\$11,200	\$10,600	\$ 9,950	\$ 9,000	\$10,649	29
5th Year Master's	\$14,010	\$12,750	\$12,540	\$12,350	\$11,830	\$12,654	29
Master's Max.	\$21,200	\$19,000	\$18,310	\$17,450	\$16,420	\$18,441	30
Master's Steps	34	20	19	17	13	20	28
Master's Plus 30, Minimum	\$12,750	\$11,800	\$11,300	\$10,630	\$ 9,500	\$11,307	25
5th Year Master's Plus 30	\$14,840	\$13,450	\$13,150	\$12,760	\$12,140	\$13,253	25
Master's Plus 30, Maximum	\$22,400	\$19,910	\$18,850	\$17,650	\$16,920	\$19,193	26
Master's Plus 30, Steps	34	20	19	17	13	20	24

REGION 6

TABLE 76

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,417	\$1,311	\$1,256	\$1,181	\$1,056	\$1,256	25
Elem. Prin., Min.	\$2,250	\$1,942	\$1,792	\$1,592	\$ 992	\$1,785	20
Sec. Prin., Min.	\$2,567	\$2,275	\$2,083	\$1,875	\$ 992	\$2,035	24
Tchr., Master's Plus 30, Min.	\$2,489	\$2,212	\$2,094	\$1,961	\$1,880	\$2,133	26
Elem. Prin., Max.	\$2,575	\$2,208	\$2,067	\$1,958	\$1,600	\$2,101	20
Sec. Prin., Max.	\$2,783	\$2,408	\$2,325	\$2,042	\$1,675	\$2,316	23
Bus. Mgr., Current Avg.	\$2,913	\$2,350	\$1,875	\$1,485	\$1,100	\$1,958	30
Asst. Supt., Current Avg.	\$2,875	\$2,513	\$2,208	\$2,050	\$1,795	\$2,307	21
Supt., Current Avg.	\$3,625	\$3,167	\$2,983	\$2,708	\$2,225	\$2,947	31

^aTeaching salaries 9 months, all others 12 months.

TABLE 77

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$3,000	\$1,950	\$1,600	\$1,440	\$ 661	\$1,685	24
Football	\$2,500	\$2,120	\$1,950	\$1,609	\$1,320	\$1,933	28
Basketball	\$2,100	\$1,790	\$1,500	\$1,300	\$ 768	\$1,566	30
Wrestling	\$2,100	\$1,500	\$1,325	\$1,128	\$ 922	\$1,362	30
Baseball	\$1,500	\$1,111	\$1,058	\$ 900	\$ 720	\$1,035	30
Track	\$1,500	\$1,170	\$1,058	\$ 885	\$ 720	\$1,062	28
Soccer	\$1,300	\$1,063	\$ 965	\$ 772	\$ 672	\$ 979	17
Tennis	\$ 910	\$ 710	\$ 644	\$ 572	\$ 420	\$ 652	23

REGION 6

TABLE 78

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$2,100	\$1,155	\$1,000	\$ 765	\$ 500	\$1,061	30
Track	\$1,500	\$ 840	\$ 650	\$ 599	\$ 400	\$ 752	18
Softball	\$1,500	\$ 850	\$ 650	\$ 625	\$ 480	\$ 789	24
Field Hockey	\$1,300	\$ 950	\$ 874	\$ 727	\$ 500	\$ 871	30
Volleyball	\$ 900	\$ 605	\$ 424	\$ 225	\$ 225	\$ 542	7
Tennis	\$ 910	\$ 644	\$ 600	\$ 457	\$ 354	\$ 601	23

TABLE 79

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	31	23	21	19	17	21.5	32
Sec. Tchr.- Sec. Pupil	38	29	27	24	21	27.3	32
Principal- Total Pupil	6,717	685	567	507	424	812.2	32
Central Office Admin.-Total Pupil	19,089	3,570	2,365	1,238	1,011	3,269.5	32
Total Prof. Staff-Total Pupil	26	23	22	21	19	22.1	32

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate was placed on page 13, Table 20, in footnotes a through f.

REGION 7

TABLE 80

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$24,000	\$22,400	\$21,000	\$18,200	\$17,500	\$20,937	8
Max. Salary, 12 months	\$24,600	\$23,400	\$22,500	\$21,000	\$21,000	\$22,853	7
Average ALL Contracts	\$24,700	\$23,700	\$23,000	\$21,000	\$18,300	\$22,566	12

No. of Elem. Prin. with 10 month terms 4, 11 month terms 6, 12 month terms 15

TABLE 81

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$22,300	\$21,000	\$19,500	\$17,700	\$14,500	\$19,560	10
Max. Salary, 12 months	\$25,000	\$22,300	\$21,600	\$20,600	\$18,400	\$22,033	9
Average ALL Contracts	\$25,000	\$22,300	\$21,600	\$18,400	\$17,000	\$21,590	11

No. of Asst. Sec. Prin. with 10 month terms 2, 11 month terms 2, 12 month terms 19

TABLE 82

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,700	\$24,900	\$24,000	\$21,000	\$17,000	\$23,636	11
Max. Salary, 12 months	\$27,500	\$25,800	\$25,300	\$23,500	\$19,500	\$24,963	11
Average ALL Contracts	\$27,500	\$25,800	\$25,300	\$23,500	\$19,500	\$24,963	11

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 22

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TABLE 83

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$28,175	\$25,400	\$23,650	\$15,300	\$13,000	\$21,674	12
Assistant Superintendent	\$31,775	\$27,670	\$25,831	\$24,900	\$18,588	\$26,370	10
Superintendent	\$37,400	\$34,622	\$32,500	\$29,500	\$27,656	\$32,580	15

TABLE 84

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,120	\$ 9,830	\$ 9,250	\$ 9,000	\$ 8,800	\$ 9,484	14
5th Year Bachelor's	\$11,400	\$11,300	\$11,200	\$10,650	\$10,550	\$11,081	14
Bachelor's Max.	\$16,770	\$15,900	\$15,430	\$14,600	\$11,720	\$15,314	14
Bachelor's Steps	30	18	15	14	13	19	13
Master's Min.	\$11,200	\$10,850	\$10,050	\$ 9,800	\$ 9,320	\$10,351	14
5th Year Master's	\$16,500	\$12,350	\$11,970	\$11,600	\$11,500	\$12,282	14
Master's Max.	\$17,720	\$17,040	\$16,320	\$15,650	\$12,400	\$16,432	14
Master's Steps	30	18	16	15	13	19	13
Master's Plus 30, Minimum	\$13,720	\$11,370	\$10,550	\$10,450	\$ 9,670	\$11,030	12
5th Year Master's Plus 30	\$13,600	\$12,650	\$12,250	\$12,100	\$12,100	\$12,513	11
Master's Plus 30, Maximum	\$18,720	\$18,380	\$17,000	\$16,490	\$16,070	\$17,425	12
Master's Plus 30, Steps	30	17	16	14	13	18	11

REGION 7

TABLE 85

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,524	\$1,263	\$1,172	\$1,161	\$1,074	\$1,226	12
Elem. Prin., Min.	\$2,000	\$1,867	\$1,750	\$1,517	\$1,458	\$1,745	8
Sec. Prin., Min.	\$2,225	\$2,075	\$2,000	\$1,750	\$1,417	\$1,970	11
Tchr., Master's Plus 30 Max.	\$2,080	\$2,042	\$1,889	\$1,832	\$1,786	\$1,936	12
Elem. Prin., Max.	\$2,050	\$1,950	\$1,875	\$1,750	\$1,750	\$1,905	7
Sec. Prin., Max.	\$2,292	\$2,150	\$2,108	\$1,958	\$1,625	\$2,080	11
Bus. Mgr., Current Avg.	\$2,348	\$2,117	\$1,971	\$1,275	\$1,083	\$1,806	12
Asst. Supt., Current Avg.	\$2,648	\$2,306	\$2,153	\$2,075	\$1,549	\$2,198	10
Supt., Current Avg.	\$3,117	\$2,886	\$2,708	\$2,458	\$2,305	\$2,716	15

^aTeaching Salaries 9 months, all others 12 months.

TABLE 86

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,500	\$1,802	\$1,485	\$1,273	\$1,000	\$1,657	11
Football	\$1,925	\$1,743	\$1,600	\$1,350	\$1,314	\$1,651	11
Basketball	\$2,000	\$1,393	\$1,273	\$1,125	\$1,113	\$1,329	14
Wrestling	\$1,530	\$1,317	\$1,150	\$1,000	\$ 782	\$1,183	14
Baseball	\$1,315	\$1,000	\$ 900	\$ 765	\$ 615	\$ 942	14
Track	\$1,300	\$1,000	\$ 860	\$ 763	\$ 720	\$ 945	14
Soccer	\$1,237	\$1,100	\$ 975	\$ 763	\$ 600	\$ 991	10
Tennis	\$ 939	\$650	\$ 551	\$ 450	\$ 450	\$ 632	11

REGION 7

TABLE 87

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,530	\$1,070	\$ 945	\$ 720	\$ 685	\$ 962	14
Track	\$ 900	\$ 778	\$ 700	\$ 591	\$ 430	\$ 702	12
Softball	\$ 950	\$ 731	\$ 690	\$ 661	\$ 613	\$ 747	9
Field Hockey	\$1,260	\$ 900	\$ 763	\$ 636	\$ 545	\$ 797	14
Volleyball	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	1
Tennis	\$ 700	\$ 649	\$ 525	\$ 500	\$ 350	\$ 565	11

TABLE 88

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	26	22	20	18	18	21.1	15
Sec. Tchr.- Sec. Pupil	44	30	27	24	22	28.6	15
Principal- Total Pupil	1,006	625	590	466	302	597.5	15
Central Office Admin.-Total Pupil	4,373	2,445	1,954	1,180	888	2,193.6	15
Total Prof. Staff-Total Pupil	27	24	22	21	17	22.5	15

^aInformation regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 8

TABLE 89

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$24,600	\$21,900	\$19,200	\$18,600	\$17,000	\$20,300	12
Max. Salary, 12 months	\$25,400	\$24,600	\$22,200	\$21,200	\$19,000	\$22,675	12
Average ALL Contracts	\$27,900	\$23,100	\$22,200	\$19,800	\$18,200	\$22,268	22

No. of Elem. Prin. with 10 month terms 7, 11 month terms 12, 12 month terms 24

TABLE 90

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,200	\$19,200	\$18,700	\$16,000	\$12,100	\$18,614	14
Max. Salary, 12 months	\$24,200	\$22,100	\$21,200	\$18,700	\$18,000	\$20,950	14
Average ALL Contracts	\$24,200	\$21,900	\$20,400	\$18,300	\$15,900	\$20,470	20

No. of Asst. Sec. Prin. with 10 month terms 5, 11 month terms 8, 12 month terms 28

TABLE 91

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$27,100	\$23,900	\$22,700	\$20,400	\$19,000	\$22,690	21
Max. Salary, 12 months	\$28,800	\$25,700	\$24,900	\$23,000	\$21,500	\$24,750	22
Average ALL Contracts	\$28,800	\$25,700	\$24,800	\$22,800	\$18,700	\$24,486	23

No. of Sec. Prin. with 10 month terms 0, 11 month terms 2, 12 month terms 43

REGION 8

TABLE 92

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$31,360	\$24,101	\$20,900	\$15,000	\$10,542	\$20,558	23
Assistant Superintendent	\$32,900	\$28,000	\$25,000	\$23,420	\$17,000	\$25,601	12
Superintendent	\$39,400	\$35,700	\$31,500	\$30,000	\$23,500	\$32,777	31

TABLE 93

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$ 9,520	\$ 9,050	\$ 8,720	\$ 8,300	\$ 7,400	\$8,710	29
5th Year Bachelor's	\$11,500	\$10,940	\$10,640	\$10,200	\$ 9,200	\$10,610	26
Bachelor's Max.	\$17,080	\$15,850	\$15,150	\$14,050	\$11,600	\$15,077	27
Bachelor's Steps	28	19	16	14	13	17	25
Master's Min.	\$10,220	\$ 9,600	\$ 9,240	\$ 8,960	\$ 8,000	\$ 9,303	28
5th Year Master's	\$12,100	\$11,500	\$11,220	\$10,800	\$ 9,600	\$11,203	26
Master's Max.	\$18,100	\$16,700	\$15,950	\$15,510	\$12,600	\$16,005	27
Master's Steps	28	19	17	16	14	18	25
Master's Plus 30, Minimum	\$10,920	\$10,200	\$10,000	\$ 9,450	\$ 8,000	\$ 9,846	25
5th Year Master's Plus 30	\$12,740	\$12,420	\$11,720	\$10,900	\$ 9,800	\$11,717	22
Master's Plus 30, Maximum	\$18,970	\$17,740	\$16,450	\$15,500	\$12,800	\$16,639	23
Master's Plus 30, Steps	26	19	17	16	14	18	21

REGION 8

TABLE 94

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,213	\$1,133	\$1,111	\$1,050	\$ 889	\$1,094	25
Elem. Prin., Min.	\$2,050	\$1,825	\$1,600	\$1,550	\$1,417	\$1,692	12
Sec. Prin., Min.	\$2,258	\$1,992	\$1,892	\$1,700	\$1,583	\$1,891	21
Tchr., Master's Plus 30, Max.	\$2,108	\$1,971	\$1,828	\$1,722	\$1,422	\$1,849	23
Elem. Prin., Max.	\$2,117	\$2,050	\$1,850	\$1,767	\$1,583	\$1,890	12
Sec. Prin., Max.	\$2,400	\$2,142	\$2,075	\$1,917	\$1,792	\$2,063	22
Bus. Mgr., Current Avg.	\$2,613	\$2,008	\$1,742	\$1,250	\$ 879	\$1,713	23
Asst. Supt., Current Avg.	\$2,741	\$2,333	\$2,083	\$1,952	\$1,417	\$2,133	12
Supt., Current Avg.	\$3,283	\$2,975	\$2,625	\$2,500	\$1,958	\$2,731	31

^aTeaching salaries 9 months, all others 12 months.

TABLE 95

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$3,000	\$2,000	\$1,550	\$1,388	\$1,000	\$1,762	25
Football	\$2,535	\$1,900	\$1,600	\$1,400	\$1,100	\$1,697	28
Basketball	\$2,550	\$1,900	\$1,385	\$1,049	\$ 700	\$1,504	30
Wrestling	\$3,000	\$1,700	\$1,310	\$1,100	\$ 750	\$1,435	28
Baseball	\$1,595	\$1,000	\$ 850	\$ 716	\$ 500	\$ 896	29
Track	\$1,452	\$1,000	\$ 850	\$ 763	\$ 600	\$ 919	29
Soccer	\$1,239	\$1,000	\$ 800	\$ 720	\$ 568	\$ 890	8
Tennis	\$1,515	\$ 715	\$ 550	\$ 500	\$ 384	\$ 673	20

REGION 8

TABLE 96

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,950	\$ 900	\$ 788	\$ 615	\$ 400	\$ 862	29
Track	\$1,100	\$ 750	\$ 625	\$ 445	\$ 335	\$ 637	20
Softball	\$ 975	\$ 800	\$ 600	\$ 381	\$ 140	\$ 609	19
Field Hockey	\$1,300	\$ 975	\$ 800	\$ 650	\$ 500	\$ 834	30
Volleyball	\$1,515	\$ 700	\$ 600	\$ 400	\$ 150	\$ 621	17
Tennis	\$ 800	\$ 550	\$ 500	\$ 420	\$ 328	\$ 524	17

TABLE 97

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	31	23	20	19	14	21.5	31
Sec. Tchr.- Sec. Pupil	37	29	26	24	22	27.0	31
Principal- Total Pupil	839	665	573	473	334	585.9	31
Central Office Admin.-Total Pupil	8,825	3,510	1,863	1,593	770	2,648.6	31
Total Prof. Staff-Total Pupil	26	24	22	21	17	22.4	31

^a Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed of page 13, Table 20, in footnotes a through f.

REGION 9

TABLE 98

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$20,100	\$18,400	\$17,800	\$17,800	\$17,800	\$18,766	3
Max. Salary, 12 months	\$22,800	\$20,900	\$20,100	\$20,100	\$20,100	\$21,266	3
Average ALL Contracts	\$22,800	\$20,100	\$20,000	\$18,700	\$18,700	\$20,500	5
No. of Elem. Prin. with 10 month terms <u>2</u> , 11 month terms <u>2</u> , 12 month terms <u>5</u>							

TABLE 99

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$18,600	\$17,500	\$17,500	\$17,500	\$17,500	\$18,050	2
Max. Salary, 12 months	\$19,500	\$18,600	\$18,600	\$18,600	\$18,600	\$19,050	2
Average ALL Contracts	\$19,500	\$19,300	\$18,600	\$18,300	\$18,300	\$18,925	4
No. of Asst. Sec. Prin. with 10 month terms <u>2</u> , 11 month terms <u>2</u> , 12 month terms <u>4</u>							

TABLE 100

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$24,000	\$22,700	\$21,100	\$19,700	\$19,700	\$21,875	4
Max. Salary, 12 months	\$24,700	\$23,300	\$23,000	\$21,300	\$21,300	\$23,075	4
Average ALL Contracts	\$24,700	\$23,000	\$22,600	\$21,300	\$21,300	\$22,985	5
No. of Sec. Prin. with 10 month terms <u>1</u> , 11 month terms <u>2</u> , 12 month terms <u>5</u>							

REGION 9

TABLE 101

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$20,900	\$19,940	\$17,500	\$14,000	\$ 9,600	\$17,195	14
Assistant Superintendent	\$26,000	\$25,658	\$25,600	\$21,000	\$21,000	\$24,938	6
Superintendent	\$35,915	\$30,000	\$28,700	\$26,750	\$21,500	\$28,556	24

TABLE 102

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$ 9,800	\$ 9,450	\$ 9,150	\$ 8,600	\$ 8,500	\$ 9,089	16
5th Year Bachelor's	\$11,600	\$11,000	\$10,700	\$10,400	\$ 9,700	\$10,780	15
Bachelor's Max.	\$17,030	\$15,770	\$14,850	\$14,500	\$13,100	\$15,225	16
Bachelor's Steps	29	20	19	17	16	19	14
Master's Min.	\$10,300	\$ 9,850	\$ 9,700	\$ 9,200	\$ 8,900	\$ 9,589	16
5th Year Master's	\$12,100	\$11,500	\$11,250	\$10,950	\$10,400	\$11,250	16
Master's Max.	\$18,230	\$16,370	\$15,650	\$15,200	\$14,000	\$15,916	16
Master's Steps	29	20	19	18	17	20	14
Master's Plus 30, Minimum	\$10,900	\$10,200	\$10,050	\$ 9,500	\$ 8,800	\$ 9,949	17
5th Year Master's Plus 30	\$12,500	\$11,900	\$11,300	\$11,100	\$10,600	\$11,532	17
Master's Plus 30 30, Maximum	\$18,430	\$16,500	\$15,950	\$15,400	\$14,600	\$16,185	18
Master's Plus 30, Steps	29	20	19	17	17	20	15

REGION 9

TABLE 103

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,211	\$1,133	\$1,117	\$1,056	\$ 978	\$1,105	17
Elem. Prin., Min.	\$1,675	\$1,533	\$1,483	\$1,483	\$1,483	\$1,564	3
Sec. Prin., Min.	\$2,000	\$1,892	\$1,758	\$1,642	\$1,642	\$1,823	4
Tchr., Master's Plus 30, Max.	\$2,048	\$1,833	\$1,773	\$1,711	\$1,622	\$1,798	18
Elem. Prin., Max.	\$1,900	\$1,742	\$1,675	\$1,675	\$1,675	\$1,772	3
Sec. Prin., Max.	\$2,058	\$1,942	\$1,917	\$1,775	\$1,775	\$1,923	4
Bus. Mgr., Current Avg.	\$1,742	\$1,662	\$1,458	\$1,167	\$ 800	\$1,433	14
Asst. Supt., Current Avg.	\$2,167	\$2,138	\$2,133	\$1,750	\$1,750	\$2,078	6
Supt., Current Avg.	\$2,993	\$2,500	\$2,392	\$2,229	\$1,792	\$2,380	24

^aTeaching salaries 9 months, all others 12 months.

TABLE 104

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,344	\$2,000	\$1,650	\$1,300	\$ 850	\$1,662	21
Football	\$2,400	\$1,800	\$1,600	\$1,320	\$1,000	\$1,665	22
Basketball	\$1,900	\$1,540	\$1,200	\$1,100	\$ 950	\$1,324	25
Wrestling	\$1,850	\$1,400	\$1,275	\$1,100	\$ 750	\$1,268	24
Baseball	\$1,400	\$1,050	\$ 900	\$ 750	\$ 550	\$ 923	25
Track	\$1,400	\$1,000	\$ 900	\$ 800	\$ 500	\$ 908	17
Soccer	\$1,025	\$ 850	\$ 700	\$ 400	\$ 400	\$ 744	4
Tennis	\$ 650	\$ 525	\$ 500	\$ 490	\$ 490	\$ 551	5

REGION 9

TABLE 105

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,647	\$ 950	\$ 802	\$ 700	\$ 600	\$ 881	25
Track	\$1,050	\$ 650	\$ 525	\$ 450	\$ 400	\$ 613	10
Softball	\$ 900	\$ 700	\$ 600	\$ 500	\$ 400	\$ 638	22
Field Hockey	\$1,050	\$ 850	\$ 600	\$ 500	\$ 400	\$ 694	13
Volleyball	\$ 855	\$ 500	\$ 375	\$ 350	\$ 350	\$ 536	5
Tennis	\$ 565	\$ 565	\$ 565	\$ 565	\$ 565	\$ 565	1

TABLE 106

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	34	23	21	20	16	22.2	26
Sec. Tchr.- Sec. Pupil	34	29	28	25	12	27.4	26
Principal- Total Pupil	1,861	954	712	523	289	823.2	26
Central Office Admin.-Total Pupil	4,719	2,801	1,902	1,433	611	2,259.4	26
Total Prof. Staff-Total Pupil	28	24	23	22	19	23.1	26

^a Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 10

TABLE 107

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$22,000	\$20,500	\$17,400	\$17,100	\$17,100	\$19,760	5
Max. Salary, 12 months	\$25,000	\$22,000	\$20,900	\$19,300	\$19,300	\$21,800	6
Average ALL Contracts	\$25,000	\$20,900	\$19,800	\$19,300	\$18,700	\$21,000	9

No. of Elem. Prin. with 10 month terms 6, 11 month terms 0, 12 month terms 11

TABLE 108

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$20,800	\$17,700	\$17,500	\$15,200	\$15,200	\$18,300	5
Max. Salary, 12 months	\$23,400	\$21,400	\$20,500	\$15,200	\$15,200	\$20,700	5
Average ALL Contracts	\$23,400	\$21,400	\$19,900	\$15,200	\$15,200	\$20,385	7

No. of Asst. Sec. Prin. with 10 month terms 1, 11 month terms 2, 12 month terms 10

TABLE 109

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$24,400	\$22,500	\$21,000	\$18,700	\$18,700	\$21,785	7
Max. Salary, 12 months	\$27,600	\$24,400	\$22,800	\$21,000	\$20,000	\$23,766	9
Average ALL Contracts	\$27,600	\$24,400	\$22,800	\$21,000	\$20,000	\$23,766	9

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 16

REGION 10

TABLE 110

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$22,700	\$18,400	\$15,000	\$11,000	\$ 9,750	\$15,493	14
Assistant Superintendent	\$30,056	\$29,300	\$25,900	\$22,700	\$22,700	\$26,856	7
Superintendent	\$37,024	\$30,000	\$27,000	\$25,200	\$22,500	\$28,182	23

TABLE 111

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$10,200	\$ 9,420	\$ 8,450	\$ 7,700	\$ 7,300	\$ 8,669	21
5th Year Bachelor's	\$11,550	\$10,970	\$10,700	\$10,310	\$ 9,100	\$10,676	23
Bachelor's Max.	\$16,100	\$15,300	\$14,850	\$14,570	\$12,100	\$14,834	24
Bachelor's Steps	24	20	19	17	12	19	20
Master's Min.	\$10,800	\$ 9,720	\$ 9,150	\$ 8,100	\$ 7,600	\$ 9,131	21
5th Year Master's	\$12,150	\$11,300	\$11,050	\$10,610	\$ 9,600	\$11,073	23
Master's Max.	\$16,900	\$15,900	\$15,550	\$15,150	\$12,600	\$15,441	24
Master's Steps	24	21	19	17	14	19	20
Master's Plus 30, Minimum	\$11,300	\$10,050	\$ 9,750	\$ 8,900	\$ 7,600	\$ 9,621	14
5th Year Master's Plus 30	\$12,520	\$11,600	\$11,300	\$10,800	\$10,200	\$11,423	15
Master's Plus 30, Maximum	\$17,600	\$16,650	\$15,750	\$15,150	\$13,200	\$15,882	17
Master's Plus 30, Steps	24	21	20	16	15	20	14

REGION 10

TABLE 112

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,256	\$1,117	\$1,083	\$ 989	\$ 844	\$1,069	14
Elem. Prin., Min.	\$1,833	\$1,708	\$1,450	\$1,425	\$1,425	\$1,647	5
Sec. Prin., Min.	\$2,033	\$1,875	\$1,750	\$1,558	\$1,558	\$1,815	7
Tchr., Master's Plus 30, Max.	\$1,956	\$1,850	\$1,750	\$1,683	\$1,467	\$1,765	17
Elem. Prin., Max.	\$2,083	\$1,833	\$1,742	\$1,608	\$1,608	\$1,817	6
Sec. Prin., Max.	\$2,300	\$2,033	\$1,900	\$1,750	\$1,667	\$1,981	9
Bus. Mgr., Current Avg.	\$1,892	\$1,533	\$1,250	\$ 917	\$ 813	\$1,291	14
Asst. Supt., Current Avg.	\$2,505	\$2,442	\$2,158	\$1,892	\$1,892	\$2,238	7
Supt., Current Avg.	\$3,085	\$2,500	\$2,238	\$2,083	\$1,875	\$2,348	23

^aTeaching salaries 9 months, all others 12 months.

TABLE 113

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$2,400	\$1,300	\$1,100	\$ 982	\$ 450	\$1,277	19
Football	\$2,650	\$1,698	\$1,446	\$1,155	\$ 950	\$1,486	24
Basketball	\$2,550	\$1,400	\$1,242	\$1,000	\$ 950	\$1,282	24
Wrestling	\$1,850	\$1,300	\$1,185	\$1,051	\$ 850	\$1,215	21
Baseball	\$1,156	\$ 774	\$ 700	\$ 600	\$ 420	\$ 730	23
Track	\$1,150	\$ 900	\$ 700	\$ 607	\$ 475	\$ 771	20
Soccer	\$ 860	\$ 809	\$ 500	\$ 450	\$ 450	\$ 652	4
Tennis	\$ 700	\$ 385	\$ 300	\$ 265	\$ 200	\$ 380	9

REGION 10

TABLE 114

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,185	\$ 850	\$ 700	\$ 600	\$ 450	\$ 737	24
Track	\$ 813	\$ 700	\$ 525	\$ 445	\$ 375	\$ 582	12
Softball	\$ 722	\$ 650	\$ 550	\$ 400	\$ 300	\$ 562	15
Field Hockey	\$ 809	\$ 650	\$ 625	\$ 300	\$ 300	\$ 583	6
Volleyball	\$ 817	\$ 578	\$ 450	\$ 350	\$ 275	\$ 480	14
Tennis	\$ 600	\$ 385	\$ 325	\$ 300	\$ 250	\$ 369	8

TABLE 115

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	26	22	22	19	17	21.5	25
Sec. Tchr.- Sec. Pupil	41	30	28	25	20	27.9	25
Principal- Total Pupil	1,086	790	632	547	462	714.3	26
Central Office Admin.-Total Pupil	5,683	2,111	1,588	1,116	745	1,958.9	26
Total Prof. Staff-Total Pupil	27	25	23	22	20	23.5	26

^a Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

REGION 11

TABLE 116

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$23,100	\$21,500	\$20,500	\$20,500	\$20,500	\$21,700	3
Max. Salary, 12 months	\$24,300	\$23,100	\$21,500	\$21,500	\$21,500	\$22,966	3
Average ALL Contracts	\$25,400	\$24,300	\$21,500	\$16,600	\$16,600	\$22,185	7

No. of Elem. Prin. with 10 month terms 2, 11 month terms 3, 12 month terms 6

TABLE 117

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$20,200	\$18,500	\$16,500	\$16,500	\$16,500	\$17,925	4
Max. Salary, 12 months	\$20,500	\$20,200	\$16,500	\$16,500	\$16,500	\$18,425	4
Average ALL Contracts	\$22,900	\$20,500	\$19,200	\$16,500	\$16,500	\$19,585	7

No of Asst. Sec. Prin. with 10 month terms 4, 11 month terms 1, 12 month terms 8

TABLE 118

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	\$26,200	\$23,800	\$20,800	\$19,500	\$19,500	\$22,328	7
Max. Salary, 12 months	\$28,400	\$23,800	\$22,200	\$20,700	\$20,700	\$23,471	7
Average ALL Contracts	\$28,400	\$23,800	\$22,200	\$21,500	\$20,700	\$23,611	9

No. of Sec. Prin. with 10 month terms 0, 11 month terms 3, 12 month terms 14

REGION 11

TABLE 119

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	\$30,390	\$18,905	\$14,000	\$13,000	\$ 9,700	\$17,234	13
Assistant Superintendent	\$30,000	\$23,100	\$22,313	\$19,249	\$19,200	\$23,454	9
Superintendent	\$35,500	\$29,721	\$28,000	\$24,889	\$20,600	\$27,865	23

TABLE 120

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	\$ 9,700	\$ 9,330	\$ 9,100	\$ 8,300	\$ 7,300	\$ 8,927	22
5th Year Bachelor's	\$11,580	\$11,050	\$10,800	\$10,650	\$10,550	\$10,886	22
Bachelor's Max.	\$16,550	\$15,300	\$14,900	\$14,100	\$12,950	\$14,818	22
Bachelor's Steps	33	19	16	15	13	19	21
Master's Min.	\$10,000	\$ 9,770	\$ 9,400	\$ 8,900	\$ 7,600	\$ 9,338	22
5th Year Master's	\$12,250	\$11,400	\$11,250	\$11,050	\$10,920	\$11,328	22
Master's Max.	\$17,150	\$16,190	\$15,900	\$14,700	\$14,100	\$15,687	22
Master's Steps	33	20	17	16	14	19	21
Master's Plus 30, Minimum	\$10,600	\$10,050	\$ 9,700	\$ 9,120	\$ 8,900	\$ 9,774	14
5th Year Master's Plus 30	\$12,480	\$12,100	\$11,700	\$11,550	\$10,950	\$11,805	16
Master's Plus 30, Maximum	\$17,930	\$16,840	\$16,450	\$15,450	\$14,550	\$16,353	16
Master's Plus 30, Steps	23	18	18	16	15	18	13

REGION 11

TABLE 121

A Comparison of Monthly Salaries for Professional Positions^a

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	\$1,178	\$1,117	\$1,078	\$1,013	\$ 989	\$1,086	14
Elem. Prin., Min.	\$1,925	\$1,792	\$1,708	\$1,708	\$1,708	\$1,808	3
Sec. Prin., Min.	\$2,183	\$1,983	\$1,733	\$1,625	\$1,625	\$1,861	7
Tchr., Master's Plus 30, Max.	\$1,992	\$1,871	\$1,828	\$1,717	\$1,617	\$1,817	16
Elem. Prin., Max.	\$2,025	\$1,925	\$1,792	\$1,792	\$1,792	\$1,914	3
Sec. Prin., Max.	\$2,367	\$1,983	\$1,850	\$1,725	\$1,725	\$1,956	7
Bus. Mgr., Current Avg.	\$2,533	\$1,575	\$1,167	\$1,083	\$ 808	\$1,436	13
Asst. Supt., Current Avg.	\$2,500	\$1,925	\$1,859	\$1,604	\$1,600	\$1,955	9
Supt., Current Avg.	\$2,958	\$2,477	\$2,333	\$2,074	\$1,717	\$2,322	23

^aTeaching salaries 9 months, all others 12 months.

TABLE 122

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	\$3,145	\$1,625	\$1,383	\$1,100	\$ 425	\$1,451	18
Football	\$2,300	\$1,730	\$1,517	\$1,400	\$ 820	\$1,594	20
Basketball	\$1,900	\$1,573	\$1,400	\$1,171	\$1,060	\$1,389	22
Wrestling	\$1,836	\$1,482	\$1,300	\$1,200	\$1,015	\$1,374	18
Baseball	\$1,300	\$ 907	\$ 775	\$ 750	\$ 590	\$ 896	13
Track	\$1,500	\$1,200	\$ 972	\$ 770	\$ 575	\$1,007	16
Soccer	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	1
Tennis	\$1,000	\$ 600	\$ 500	\$ 350	\$ 350	\$ 582	7

REGION 11

TABLE 123

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	\$1,210	\$1,060	\$ 892	\$ 700	\$ 585	\$ 903	22
Track	\$1,500	\$ 900	\$ 770	\$ 575	\$ 550	\$ 890	11
Softball	\$1,000	\$ 770	\$ 600	\$ 500	\$ 325	\$ 659	15
Field Hockey	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	1
Volleyball	\$ 755	\$ 678	\$ 650	\$ 600	\$ 375	\$ 633	10
Tennis	\$1,000	\$ 634	\$ 500	\$ 500	\$ 500	\$ 711	3

TABLE 124

Employee-Pupil Ratios for Professional Positions, 1976-77^a

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.- Elem. Pupil	31	22	20	19	18	21.5	22
Sec. Tchr.- Sec. Pupil	32	29	27	26	24	27.9	22
Principal- Total Pupil	2,171	1,101	830	676	452	978.8	24
Central Office Admin.-Total Pupil	5,386	2,202	1,814	1,158	679	2,042.9	24
Total Prof. Staff-Total Pupil	28	25	23	22	19	23.2	24

^a Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 13, Table 20, in footnotes a through f.

The Relationship of School District Size and Wealth to Staff and Salary Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school district operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Commonwealth's aid ratio. Pearson correlations, represented by r 's, express the relationship between variables. The theoretical range for r is from + 1.0000 to - 1.0000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals $n-2$), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by chance, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Twenty-seven variables were analyzed in respect to the school district size and wealth. Of the possible 54 relationships, 49 were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. In an effort to analyze the relationships involved, the format of this report was divided into the general groups analyzed.

Administrative, Teacher, and Activity Salaries

Data on administrative salaries continued to follow the same trend established during the past six years. The salaries in Table 125 for business manager, assistant superintendent, and superintendent were significantly related to size and wealth. The correlation coefficient for size was larger for each position than the coefficients for wealth, thereby indicating school district size was a better predictor of the top level administration salaries. Thus, larger school districts paid higher salaries for the administrative positions analyzed. In addition, many large school districts found in the sample are part of urban areas that in recent years have provided higher salaries via intensive collective bargaining efforts.

TABLE 125

The Relationships Between Administrative and Teacher, Salary Variables
and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
<u>Administrative</u>			
Elem. Prin., Min.	Wealth	-.1881	.013
Elem. Prin., Max.	Size	.3528	.001
Elem. Prin., Max.	Wealth	-.4339	.001
Elem. Prin., Avg.	Size	.2709	.001
Elem. Prin., Avg.	Wealth	-.3158	.001
Asst. Sec. Prin., Min.	Size	.1967	.014
Asst. Sec. Prin., Min.	Wealth	-.1887	.017
Asst. Sec. Prin., Max.	Size	.4424	.001
Asst. Sec. Prin., Max	Wealth	-.3624	.001
Asst. Sec. Prin., Avg.	Size	.3544	.001
Asst. Sec. Prin., Avg.	Wealth	-.2957	.001
Sec. Prin., Min.	Size	.2303	.003
Sec. Prin., Min.	Wealth	-.3629	.001
Sec. Prin., Max.	Size	.4465	.001
Sec. Prin., Max.	Wealth	-.5011	.001
Sec. Prin., Avg.	Size	.4771	.001
Sec. Prin., Avg.	Wealth	-.4981	.001
Business Manager	Size	.6396	.001
Business Manager	Wealth	-.5168	.001
Asst. Superintendent	Size	.5231	.001
Asst. Superintendent	Wealth	-.3663	.001
Superintendent	Size	.6260	.001
Superintendent	Wealth	-.5666	.001

TABLE 125 (continued)

Variable	Dominant Relationship	r	Significance
<u>Teachers</u>			
Bachelor's, Min.	Size	.1643	.004
Bachelor's, Min.	Wealth	-.2652	.001
Bachelor's, 5th Year	Size	.2909	.001
Bachelor's, 5th Year	Wealth	-.2864	.001
Bachelor's, Max.	Size	.4515	.001
Bachelor's, Max.	Wealth	-.4357	.001
Master's, Min.	Size	.2018	.001
Master's, Min.	Wealth	-.3499	.001
Master's, 5th Year	Size	.3146	.001
Master's, 5th Year	Wealth	-.3672	.001
Master's, Max.	Size	.4778	.001
Master's, Max.	Wealth	-.5025	.001
Master's + 30, Min.	Size	.2355	.001
Master's + 30, Min.	Wealth	-.3412	.001
Master's + 30, 5th Year	Size	.4191	.001
Master's + 30, 5th Year	Wealth	-.4409	.001
Master's + 30, Max.	Size	.5003	.001
Master's + 30, Max.	Wealth	-.5573	.001
Avg. Teacher's Salary	Size	.4081	.001
Avg. Teacher's Salary	Wealth	-.3751	.001

TABLE 126

The Relationships Between Activity Payments
and School District Size and Wealth

Variable	Dominant Relationships	r	Significance
<u>Activity</u>			
Athletic Director	Size	.3969	.001
Athletic Director	Wealth	-.2624	.001
Boys' Football	Size	.5088	.001
Boys' Football	Wealth	-.2916	.001
Boys' Basketball	Size	.4533	.001
Boys' Basketball	Wealth	-.2647	.001
Boys' Wrestling	Size	.3930	.001
Boys' Wrestling	Wealth	-.2561	.001
Boys' Baseball	Size	.3543	.001
Boys' Baseball	Wealth	-.2981	.001
Boys' Track	Size	.4362	.001
Boys' Track	Wealth	-.3035	.001
Boys' Tennis	Size	.3194	.001
Boys' Tennis	Wealth	-.2598	.001
Boys' Soccer	Size	.3975	.001
Boys' Soccer	Wealth	-.4324	.001
Girls' Softball	Size	.2472	.001
Girls' Softball	Wealth	-.2518	.001
Girls' Volleyball	Size	.1953	.008
Girls' Tennis	Size	.3974	.001
Girls' Tennis	Wealth	-.3407	.001
Girls' Basketball	Size	.3283	.001
Girls' Basketball	Wealth	-.2683	.001
Girls' Track	Size	.3552	.001
Girls' Track	Wealth	-.2893	.001
Girls' Field Hockey	Size	.2578	.004
Girls' Field Hockey	Wealth	-.3327	.001

Principal salaries were significantly related to school district size and wealth; however, wealth was the dominant relationship. As indicated in Table 125, the correlation coefficient for wealth was larger than for size; thus, wealth was the best predictor of principal salaries. Negative correlation coefficients for wealth indicated principals were paid higher salaries in wealthy districts. It was interesting to note that correlations for principals and teachers were most often highest for wealth rather than size. The top level for administrator salaries was found in all cases to have size as the dominant relationship. Moreover, principal salaries appear to be based more on teacher salaries than on upper level administrative salaries. The relationships for size and wealth with salaries could be used to make inferences regarding the value of the management team concept. The management team concept, it appears, is of value to central office administrators, but has not at this time affected salary patterns for principals.

Teacher salaries were significantly related to size and wealth for twenty of the teacher salary variables. Ten teacher salary variables were presented in Table 125, where wealth was found to be the dominant relationship. Teachers in larger districts received higher salaries as indicated by the positive coefficient for size. Again, this may be interpreted as due in part to urban locations and the power of urban teacher bargaining organizations. Furthermore, teacher salaries were higher in wealthy districts, thereby implying that teachers were able to bargain for higher salaries where funds were available. Note the correlation coefficients for teacher and administrator salaries were high in many cases, indicating strong relationships with size and wealth.

Activity Payments

In the area of activity payments, most salaries were significantly related to size and wealth of school districts as illustrated in Table 126. The coefficients for size were higher than wealth indicating the greater influence of size. Larger districts were found to pay higher salaries. Previously, reports have suggested that wealth, as related to teacher salaries, was a product of the collective bargaining process. Thus, the dominant influence of district size indicated bargaining had not influenced activity payments. The tradition of coaches from larger districts receiving higher compensation has remained constant over the years. The influence of powerful teacher unions in large school districts could have influenced the size correlation coefficients.

Professional Staffing

During the past years significant relationships existed between all staffing variables and district wealth with an exception noted for 1975-76. The data for this report indicated partial agreement for the previous analyses (see Table 127). The wealth of a district does influence the staffing patterns significantly for five of the professional ratios. Wealthy school districts tend to have better staffing patterns and lower class size than districts of low financial resources.

The size of school districts had an effect on staff for three of the professional ratios. The best indication of the size and staffing relationship can be found in Table 21. Factors such as collective bargaining, district wealth, and district location may be influencing the results found with size. The Pearson correlation appears to have been influenced by several of these factors producing a coefficient that did not reflect the total relationship.

TABLE 127

The Relationship Between Professional Staff Ratios
and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
<u>Professional</u>			
Pupil/Elem. Tchr. Ratio	Size	-.1157	.027
Pupil/Elem. Tchr. Ratio	Wealth	.1672	.003
Pupil/Sec. Tchr. Ratio	Size	.1066	.039
Pupil/Sec. Tchr. Ratio	Wealth	.1086	.036
Pupil/Principal Ratio	Wealth	.1567	.004
Pupil/Central Office Ratio	Size	.4942	.001
Pupil/Central Office Ratio	Wealth	-.1609	.003
Pupil/Total Professional Staff Ratio	Wealth	.1955	.001

SUMMARY

This study was to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Higher level administrative salaries are clearly correlated to district size especially in the case of superintendents. The fact that the principal salary relationships was closer to the teachers than to the central office administrators is worthy of note. This is an indication that many principals are not considered as part of management when determining salaries. It appears that whatever benefits principals may be receiving is due more to the increases of teachers' salaries than to their inclusion on the management team.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

<u>Class</u>	<u>Size</u>	<u>Number of Districts</u>
Class S1 (Small)	1665 or lower WADM	35
Class S2	A WADM of 1666 to 2169	35
Class S3	A WADM of 2170 to 2620	35
Class S4	A WADM of 2621 to 3200	34
Class S5	A WADM of 3201 to 3812	34
Class S6	A WADM of 3813 to 4785	34
Class S7	A WADM of 4786 to 6550	34
Class S8 (Large)	A WADM of 6551 to 20000	34
	TOTAL	275

WEALTH CLASSIFICATIONS

<u>Class</u>	<u>Wealth</u>	<u>Number of Districts</u>
Class W8 (Low)	Aid Ratio of .7510 or more	34
Class W7	Aid Ratio Between .6950 and .7509	34
Class W6	Aid Ratio Between .6651 and .6949	34
Class W5	Aid Ratio Between .6111 and .6650	34
Class W4	Aid Ratio Between .5631 and .6110	34
Class W3	Aid Ratio Between .5001 and .5630	35
Class W2	Aid Ratio Between .4001 and .5000	35
Class W1 (High)	Aid Ratio of .4000 or less	35
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

<u>District</u>	<u>Size</u>	<u>Wealth</u>	<u>District</u>	<u>Size</u>	<u>Wealth</u>
<u>REGION 1</u>			<u>REGION 1 (Cont)</u>		
Armstrong	8	7	Franklin Area	6	5
Beaver Valley I.U. #27	4	5	Freeport Area	4	6
Big Beaver Falls	6	5	General McLane	4	2
Blackhawk	7	4	Girard	3	4
Butler Area	8	3	Greenville Area	4	4
Comm. College of Beaver Co.	4	5	Grove City Area	4	5
Corry Area	5	5	Harbor Creek	3	5
Cranberry Area	3	7	Hopewell Area	7	5
Crawford Central	7	3	Mars Area	4	5
Ellwood City	6	5	Millcreek Township	8	1
Erie City	8	1	Monaca	1	4
Fairview	3	2	New Brighton Area	4	6
Fort LeBoeuf	5	6	North East	3	2

<u>District</u>	<u>Size</u>	<u>Wealth</u>	<u>District</u>	<u>Size</u>	<u>Wealth</u>
<u>REGION 1 (Cont)</u>			<u>REGION 3</u>		
Northwestern	4	8	Belle Vernon Area	6	5
Northwest Tri-Co. I.U. #5	4	5	Burrell	6	4
Oil City Area	6	6	Canon-McMillan	8	4
Penncrest	7	8	Central Greene	5	4
Riverside Beaver Co.	4	7	Connellsville Area	8	8
Rochester Area	3	5	Derry Area	7	6
Sharpsville	3	5	Franklin Regional	7	4
South Butler County	6	5	Greater Latrobe	7	4
Southwest Butler Co.	7	5	Hempfield Area	8	4
Titusville Area	5	7	Intermediate Unit #1	7	4
Valley Grove	2	7	Jeannette City	3	4
Warren County	8	6	Kiski Area	8	7
Wattsburg	4	7	McGuffey	4	7
Western Beaver Co.	2	7	Monessen City	2	2
			New Kensington-Arnold	7	4
			Peters Township	6	3
			Ringgold	8	5
			Southmoreland	5	8
			Trinity Area	7	3
			Uniontown Area	7	5
			Washington	5	3
			Westmoreland I.U. #7	7	4
<u>REGION 2</u>			<u>REGION 4</u>		
Allegheny I.U. #3	7	2	Athens Area	6	8
Avonworth	2	3	Austin Area	1	7
Babcock	4	3	BLaST I.U. #17	1	8
Baldwin-Whitehall	8	3	Bradford Area	7	5
Bethel Park	8	3	Cameron County	2	5
Brentwood Boro	2	2	Canton Area	2	7
Chartiers Valley	7	2	Coudersport	1	7
Churchill Area	7	1	East Lycoming	3	7
Elizabeth Forward	7	6	Galeton	1	6
Fox Chapel Area	8	1	Jersey Shore Area	6	8
Gateway	8	2	Johnsonburg Area	1	7
Hampton Township	5	3	Kane	3	8
Highlands	7	3	Montgomery	1	5
Keystone Oaks	7	2	Montoursville Area	5	3
Moon Area	7	2	Muncy	1	3
Mount Lebanon	8	1	Northeast Bradford	1	8
North Allegheny	8	2	Northern Tioga	6	8
Northgate	3	3	Oswayo Valley	1	8
North Hills	8	1	Otto-Eldred	1	8
Penn Hills	8	7	Port Allegany	2	8
Quaker Valley	4	1	Ridgway Area	3	6
Riverview	2	2	Sayre Area	3	7
Shaler Area	8	2	Seneca Highlands I.U. #9	1	8
South Fayette Township	1	4	Smethport Area	2	8
South Park	4	5	South Williamsport	3	5
Swissvale	2	2			
Turtle Creek Area	2	1			
Upper St. Clair	7	2			
West Jefferson Hills	7	3			

<u>District</u>	<u>Size</u>	<u>Wealth</u>	<u>District</u>	<u>Size</u>	<u>Wealth</u>
<u>REGION 4 (Cont)</u>			<u>REGION 6 (Cont)</u>		
Southern Tioga	5	6	Bucks County I.U. #22	8	1
St. Marys Area	6	2	Carbon Lehigh I.U. #21	8	1
Sullivan County	1	3	Central Bucks	8	1
Towanda Area	4	5	Chester Co. I.U. #24	8	1
Troy Area	4	7	Colonial	8	1
Wellsboro Area	4	6	Colonial Northampton I.U. #20	8	1
Williamsport Area	8	4	Delaware Co. I.U. #25	8	1
Wyalusing Area	3	7	Delaware Valley	2	1
			Easton Area	8	3
<u>REGION 5</u>			East Penn	8	4
Abington Heights	6	4	East Stroudsburg	4	1
Blue Ridge	2	7	Great Valley	7	1
Carbondale Area	3	7	Jim Thorpe	1	1
Dallas	6	4	Kennett Consolidated	4	1
Dunmore	4	5	Lehighton	5	6
Elk Lake	2	6	Nazareth	5	2
Forest City Regional	1	5	Neshaminy	8	2
Greater Nanticoke	6	7	Norristown	8	1
Hanover Area	4	5	Northampton Area	8	4
Hazleton	8	4	Northern Lehigh	3	6
Lackawanna Trail	2	6	Palmerton	3	3
Lakeland	3	7	Parkland	8	1
Lake-Lehman	3	4	Pen Argyl	3	4
Mid Valley	2	2	Pleasant Valley	3	1
Montrose	4	6	Pocono Mountain	6	1
Mountain View	2	5	Pottsgrove	4	1
Northeastern Educ. I.U. #19	2	5	Salisbury Township	4	2
North Pocono	5	5	Saucon Valley	3	2
Old Forge	2	6	Southern Lehigh	5	4
Pittston	7	5	Spring Ford	6	1
Riverside	4	6	Stroudsburg	6	1
Scranton	8	4	Upper Perkiomen	5	2
Susquehanna Community	1	7	Whitehall-Coplay	7	1
Tunkhannock	6	4	Wilson Area	4	3
Valley View	5	7			
Wallenpaupack	3	1	<u>REGION 7</u>		
Wayne Highlands	6	1	Berks County I.U. #14	5	2
Western Wayne	3	2	Brandywine Heights	3	4
Wilkes Barre	8	3	Cornwall-Lebanon	7	3
Wyoming Area	6	4	Daniel Boone	4	3
Wyoming Valley West	8	6	E. Lancaster County	6	2
			Ephrata	6	2
<u>REGION 6</u>			Exeter Township	5	2
Allentown	8	2	Fleetwood	2	3
Avon Grove	4	3	Governor Mifflin	7	2
Bangor	5	3	Hamburg	4	3
Bethlehem	8	1	Hempfield	7	2
Boyertown	8	3	Lampeter-Strasburg	4	2
			Lancaster County AVTS	5	2
			Manheim Central	5	2

<u>District</u>	<u>Size</u>	<u>Wealth</u>	<u>District</u>	<u>Size</u>	<u>Wealth</u>
<u>REGION 7 (Cont)</u>			<u>REGION 9 (Cont)</u>		
Oley Valley	3	4	Central Susquehanna I.U. #16	1	7
Palmyra	5	3	Danville	6	4
Warwick	6	3	Halifax	1	7
Wyomissing	2	1	Lewisburg	3	3
			Midd-West	5	6
			Mifflinburg	4	6
			Millersburg	1	6
			Millville	1	7
			Milton	6	5
			Minersville	2	7
			Mount Carmel	3	7
			North Schuylkill	5	7
			Pottsville	6	5
			Saint Clair	1	7
			Schuylkill Haven	1	5
			Selinsgrove	5	4
			Shamokin	6	7
			Shenandoah Valley	1	4
			Shikellamy	7	5
			Southern Columbia Area	2	4
			Tamaqua Area	5	5
			Tri Valley	1	6
			Upper Dauphin	2	7
			Warrior Run	4	6
			Williams Valley	2	8
			<u>REGION 10</u>		
			Altoona	8	5
			Appalachia I.U. #8	1	8
			Bedford	6	5
			Bellwood-Antis	2	6
			Berlin Brothersvalley	1	7
			Blacklick Valley	1	8
			Cambria Heights	3	8
			Central Cambria	4	5
			Chestnut Ridge	3	7
			Claysburg-Kimmel	1	7
			Everett	3	6
			Ferndale	1	7
			Forest Hills	6	8
			Greenwood	1	7
			Hollidaysburg Area	7	4
			Huntingdon	5	4
			Juniata County	6	7
			Juniata Valley	1	7
			Meyersdale Area	2	8
			Mifflin County	8	6
			Mount Union Area	4	8
			Newport	1	8
<u>REGION 8</u>					
Bermudian Springs	2	4			
Big Spring	5	5			
Camp Hill	1	1			
Capital Area I.U. #15	5	1			
Central Dauphin	8	2			
Central York	6	1			
Chambersburg	8	3			
Conewago Valley	4	2			
Cumberland Valley	8	1			
Dallastown	7	2			
Derry Township	5	1			
Fairfield Area	1	1			
Gettysburg	6	1			
Greencastle-Antrim	5	3			
Hanover Public	4	1			
Harrisburg	8	3			
Lincoln I.U. #12	5	1			
Littlestown	3	5			
Lower Dauphin	6	4			
Mechanicsburg	7	3			
Middletown	5	4			
Northeastern York	5	6			
Northern York County	5	5			
South Eastern	3	4			
Southern York County	5	4			
South Western	5	2			
Spring Grove	7	4			
Steelton-Highspire	2	2			
Susquehanna Township	4	1			
Susquenita	4	7			
Tuscarora	6	5			
West Shore	8	2			
West York	5	2			
York County AVTS	5	1			
York Suburban	6	1			
<u>REGION 9</u>					
Benton Area	1	6			
Bloomsburg Area	4	3			
Blue Mountain	5	4			
Central Columbia	4	4			

<u>District</u>	<u>Size</u>	<u>Wealth</u>
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REGION 10 (Cont)

Northern Bedford	1	8
Portage	2	8
Rockwood	1	6
Shade-Central	1	8
Somerset Area	5	3
Southern Fulton	1	7
Southern Huntingdon	2	8
Spring Cove	5	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	4	1
Williamsburg Community	1	7

REGION 11

Arin I.U. #28	3	8
Bald Eagle	5	8
Bellefonte	5	6
Blairsville-Saltsburg	5	6
Brockway	2	6
Brookville	4	7
Central I.U. #10	3	8
Clarion Area	1	2
Clarion Manor I.U. #6	3	8
Clearfield	7	6
Curwensville	2	8
DuBois	7	4
Forest Area	1	2
Indiana	7	2
Keystone	2	8
Keystone Central	8	6
Marion Center	3	8
Moshannon Valley	2	8
Penns Manor Area	1	8
Penns Valley	3	6
Philipsburg-Osceola	6	8
Punxsutawney	7	8
Purchase Line	3	8
Redbank Valley	3	8
State College	8	1
Union	1	8
West Branch	3	8